

RESOLUTION NO. 4137

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 1 TO THE FISCAL YEAR 2007/2008
COMPENSATION AND BENEFIT PLAN OF THE CITY OF SOLEDAD**

WHEREAS, On August 15, 2007 the City adopted Resolution No. 4069, approving the City of Soledad's Compensation and Benefit Plan for fiscal year 2007-08; and

WHEREAS, On September 19, 2007, City Council adopted Ordinance No. 653, authorizing a contract amendment with the California Public Employees' Retirement System (CalPERS) to change from the 2% @ 55 modified formula to provide a 3% @ 55 modified formula for local police and fire safety members; and

WHEREAS, On October 3, 2007 the City Council adopted Resolution No. 4094 approving a side agreement with the Soledad Police Sergeants' Association (SPSA) to include the Investigator classification in the SPSA unit; and

WHEREAS, on November 7, 2007 the City Council adopted Resolution No. 4112, approving a job classification and establishing a salary range for a Human Resources Technician job classification; and

WHEREAS, on December 5, 2007 City Council adopted Resolution No. 4126 establishing a biweekly payroll system.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Soledad hereby approves the amended "Compensation and Benefit Plan of the City of Soledad" in the form attached hereto, marked "Exhibit A," and by this reference, incorporated herein.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 2nd day of January 2008, by the following vote:

AYES, and in favor thereof, Councilmembers: Martha Camacho, Juan Saavedra, Patricia Stephens, Mayor Pro Tem Christopher Bourke

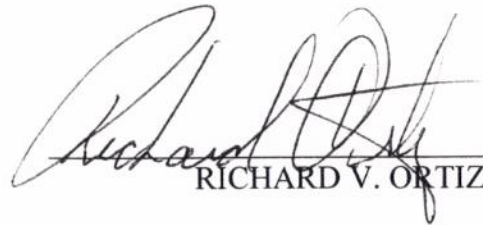
NOES, Councilmembers: None

ABSTAIN, Councilmembers: None

ABSENT, Councilmembers: Mayor Richard Ortiz

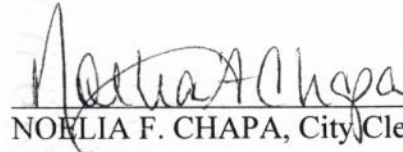
Resolution No. 4137

Page 2



RICHARD V. ORTIZ, Mayor

ATTEST:



NOELIA F. CHAPA, City Clerk

City of Soledad

COMPENSATION & BENEFIT PLAN

Fiscal Year 2008
(July 1, 2007 – June 30, 2008)

Adopted August 15, 2007
Amendment No. 1 – January 2, 2008

Exhibit "A"

CITY OF SOLEDAD COMPENSATION AND BENEFIT PLAN FOR FISCAL YEAR 2007-08

Pursuant to the provisions of Section 2.24.030 of the Municipal Code and the Memorandum of Understanding (MOU) with the City's recognized bargaining units, CALPRO, SPSA and the SPOA which each expiring on June 30, 2008 (via Resolution No. 3652, MOU dated August 17, 2005 and Resolution No. 3908 and 3909 dated November 15, 2006, respectively), the following compensation and benefits plan is established for all employees of the City. This Plan shall remain in effect until amended by the further action by the City Council.

In accordance with the CALPRO MOU for FY 2005-2008, CALPRO members will be entitled to a recruitment and retention increase effective in the pay period in which the Council approves the contract for Fiscal Year-2006-07 (i.e., second year wage increase effective January 1, 2007 and a CPI increase effective July 1, 2007). Management, mid-management except sergeant, confidential except investigator and fire members will be entitled to the same for Fiscal Year 2007-08. In addition, a "Pay for Performance Plan for Management" is in effect. SPOA/SPSA members, shall be entitled to a 12% wage increase effective July 1, 2007, a 5% increase effective January 1, 2008 and another 5% wage increase effective July 1, 2008. The MOU's for CALPRO, SPSA and SPOA are incorporated as a part of this document. Also included is Resolution No. 3989, which contains a side agreement between the City of Soledad and both the SPSA and SPOA. This plan does not include the position of City Manager, which is a position appointed directly by the City Council, with compensation and benefits established pursuant to a separate contract.

The City Council approves a wage adjustment effective July 1, 2007 for the Lieutenant position of 12% effective July 1, 2007 and the net salary range will be 15% above the Sergeant salary range, effective upon approval of the Compensation and Benefit Plan. In addition, the Lieutenant will receive a 5% increase effective January 1, 2008 in order to avoid compaction.

This plan does not include the position of Police Chief for which compensation and benefits are established in a separate agreement.

Section 1. COMPENSATION PLAN FOR ALL EMPLOYEES

A. Employee Complement, Classifications and Pay Ranges

The total number of employee positions shall be authorized by the City Council through the Annual Pay and Classification Plan. Included will be identification of all Regular full time and regular part time sworn or civilian employees, as well as all seasonal or temporary part time employees. The Annual Pay and Classification Plan shall also authorize the City's job classification titles (Exhibit I) and corresponding pay ranges and merit step schedules (Exhibit II). The Annual Pay and Classification Plan shall be set forth in Exhibit III.

B. Employee Performance Evaluation and Merit Increase Policy

With approval from the City Manager, and when recommended by an employee's Department Manager or Supervisor, an employee following a positive evaluation of job performance and in accordance with the provisions of Section 2.24.090 of the Municipal Code, shall be eligible for a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto referred to in the Annual Pay and Classification Plan.

Management employees who have reached the top step of their range and having met defined performance measures are eligible for a one time annual merit pay, typically from 0-5% of base salary.

Section 2. OVERTIME COMPENSATION

**** Management***

Management shall not be entitled to overtime.

**** Fire Captains, Fire Engineers and Firefighters***

Pursuant to "Fair Labor Standards Act" Section 207(k), overtime compensation will be paid based on hours worked in excess of 106 hours in a 14-day cycle. Time worked in excess of 106 hours in a 14 day period shall constitute overtime and is compensable at the rate of one and one half times the employee's regular rate of pay.

**** Professional/Mid-Management, Investigator, and Confidential***

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, and holiday during the same 40 hour work week period of which overtime is earned; the overtime will be paid at the straight time rate. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

**** Police Sergeants***

Pursuant to "Fair Labor Standards Act"-Section 207(k), overtime compensation will be paid based on hours worked in excess of 160 hours in a 28-day cycle. Time worked in excess of 160 hours in a 28-day period shall constitute overtime and is compensable at the rate of one and one half times the sergeant's regular rate of pay. Compensatory time off taken during a given 28-day period will be counted in calculating overtime hours.

**** Sworn Police Officers***

Pursuant to the "Fair Labor Standards Act" Section 207(k), overtime compensation will be paid based on hours worked in excess of 160 hours in a 28-day cycle. Time worked in excess of 160 hours in a 28-day period shall constitute overtime and is compensable at the rate of one and one half times the officer's regular rate of pay. For purposes of computing overtime, compensatory time off taken during a 28-day cycle shall be treated as work time. Court time shall be compensable at the overtime rate when it is determined the 160 hours has been met within the present work cycle.

**** Classified***

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, during the same 40 hour work week period of which overtime is earned; the overtime will be paid at the straight time rate. Council approved holidays, except floating holidays, will be considered workdays for purposes of calculating overtime. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act."

For the Maintenance Worker position(s) that are assigned to work in the [] systems, and any other duties assigned and the Utility Operator position(s) assigned to work at the wastewater and water systems, and any other duties assigned shall be paid by the City one and one-half (1-1/2) times the employee's regular rate of pay for scheduled mandatory work outside the regular working hours, regardless of the hours worked within the work week.

Section 3. OTHER COMPENSATION

A. Call Back Pay

**** Management***

Management shall not be entitled to Call Back Pay.

**** Professional/Mid-Management, Confidential, Fire Engineer and Firefighter***

Classifications above shall not be entitled to Call Back Pay.

**** Classified***

Call Back Pay will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of two (2) hours, except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Call out time shall be computed from the time the employee reports to work to the time he or she leaves work except as provided above.

**** Sworn Police Officers and Sergeants, Investigator***

Sworn officers and sergeants called back to work on a scheduled day off or for an emergency, will be paid at one and one half (1½) times the employees regular rate of pay at a minimum of three (3) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Court appearances shall be considered as call back. For court call back, time will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of four (4) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift.

B. Graveyard Shift

**** Sworn Police Officers, Sergeants***

Assignment to the "graveyard shift" (7 pm to 7 am) shall be mandatory for all sworn police officers and sergeants. As far as practical, and subject to the rights of Management to make duty assignments as circumstances may require, assignment to a graveyard shift shall be on a rotation basis in order to distribute such duty assignment equitably among such officers. Each December, the City shall pay each officer who has been scheduled to work at least 36 graveyard shifts during the year, the sum of \$250.

C. Health Club Membership

**** Sworn Police Officers, Sergeants, Investigator***

To ensure that all Officers, Sergeants and Investigator meet the physical agility test requirements established in the City's job description and specified for all sworn officers, the City will provide an additional stipend of \$15 per month for health club membership. The stipend is at the discretion of the City Manager upon submittal of a signed annual membership contract or a receipt for such membership.

D. Medical and Physical Agility Examination

**** Sworn Police Officers, Sergeants, Investigator***

The City requires all sworn officers and sergeants to submit to an annual medical examination and an annual physical agility test. The medical examination shall test for tuberculosis, which is to be completed no later than the officers' annual anniversary. The Police Chief will administer the annual agility test. The test will be undertaken as on-duty time.

Each sworn officer and sergeant, who successfully passes the annual physical agility test, shall receive a one-time stipend of \$150. Sworn Officers and sergeants failing the test will not be eligible for the stipend until the following year.

Section 4. COMPENSATORY TIME-OFF

**** Management***

Management shall not be entitled to compensatory time off.

**** Professional/Mid-Management, Fire Engineer, Firefighter, Confidential and Classified***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime. Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause. Compensatory time-off may be accumulated to a maximum of 48 hours.

Any employee working overtime such that the overtime worked if converted to compensatory time off would put his or her cumulative total at over 48 hours may only convert up to the 48 hours maximum and the remaining overtime will be compensated at the normal overtime rate. For purposes of computing overtime in any such week, anytime off during a week shall be treated as a non-work time.

For Fire Personnel, compensatory time will be earned after exceeding the maximum hours set under FLSA 207K plan.

**** Sworn Police Officers, Sergeants, Investigator***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Police Chief, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime.

Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Police Chief without reasonable cause. Sworn Police Officers and Sergeants may accumulate a maximum of eighty (80) hours of compensatory time. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act". A sworn police officer may elect to cash in a maximum of 40 accumulated compensatory hours once a year with approval of the City Manager. Sworn Officers must notify Police Chief prior to preparation of the annual budget of his/her intention of cashing in the 40 hours.

A. Retirement Plan

In addition to the compensation provided for in Sections 2 and 3 all regular full time employees shall be added to the roll of employees covered by the City's retirement plans on the first entry date provided for in said plan.

**** Management, Professional/Mid Management, Confidential and Classified***

The City shall enroll each employee in this classification in the Public Employees Retirement System and each employee is entitled to the benefits offered by said system. The approved PERS plan is 2% @ 60. The City shall pay the employers share to said plan, and 3.5% of the employees 7% normal contribution. Employee shall contribute through payroll deduction 3.5% of his or her salary to the plan. As a component of the "Pay for Performance Plan for Management Personnel", the City will pick up the remaining 3.5% of the management employees contribution over the next two years. Specifically, the City will pick up 1.5% in FY 2006-07 and the remaining 2% in FY 2007-08.

**** Lieutenant, Fire Chief, Fire Captain, Fire Engineer and Firefighter***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. The City shall pay the employers share to said plan, and 3.5% of the employees 7% normal contribution. Employee shall contribute through payroll deduction 3.5% of his or her salary to the plan. As a component of the "Pay for Performance Plan for Management Personnel", the City will pick up the remaining 3.5% of the management employees contribution over the next two years. Specifically, the City will pick up 1.5% in FY 2006-07 and the remaining 2% in FY 2007-08.

Effective November 16, 2007, the City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "3% @ 55 modified formula" offered by said system. The City shall pay the employer's share to said plan, and 3.5% of the Fire Captain's, Fire Engineer's and Firefighter's 9% normal contribution. Employee shall contribute through payroll deduction 5.5% of his or her salary to the plan. The City shall pay the employer's share to said plan for the Lieutenant and for the Fire Chief classifications and 7% of the their 9% normal contribution. The Lieutenant and the Fire Chief shall contribute through payroll deduction 2% of their salary to the Plan.

**** Sworn Police Officers, Sergeants, Investigator***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. The City will pay all of the employer's contribution and all of employees 7% contribution to PERS.

Effective November 16, 2007, the City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "3% @ 55 modified formula" offered by said system. The City shall pay the employer's share to said plan, and 7% of the employees 9% normal contribution. Employee shall contribute through payroll deduction 2% of his or her salary to the plan.

B. Health Insurance Plan

In addition to compensation's provided all employees shall be added to the roll of employees covered by the City's health, eye care and dental plan on the first entry date provided for in said plan. This is contingent upon, an employee being approved and deemed physically eligible for coverage for insurance purposes. Upon said approval, an employee may be enrolled in said health, eye care and dental plan as provided by the City.

**** Management, Professional/Mid Management, Confidential and Classified***

The City shall contribute the full cost of coverage under said plan for the employee. The City will also pay up to \$250 per month towards the cost of said employee's dependents under said plan. If the employee has no dependents, the City shall contribute to the employee as other income 5.5% of salary or \$95.00, whichever is less, for the retirement plan in lieu of health, eye, and dental benefits for dependents. For Management employees, the City will pay the full cost of dependent care.

**** Sworn Police Officers, Sergeants, Investigator***

The City shall contribute the full cost of coverage under said plan for the employee. The City will also pay 100%, towards the cost of said employee's dependents under said plan.

Section 6. OTHER BENEFITS

A. Uniform Maintenance Allowance

In addition to compensation provided the City may provide uniforms or additional compensation for uniform allowance. The City Manager shall designate all employee job classifications that may be eligible.

**** Classified***

For those employee classifications in the public works, parks, and utility operations, the City shall provide a uniform for daily wear and is responsible for maintenance of said uniform. In addition, the City shall provide an annual reimbursement of up to \$100 for the purchase of safety shoes by each of the employees in the public works, parks, and utility operations.

**** Sergeants, Lieutenant, Fire Chief, Fire Engineer, Firefighter, Fire Captain and Sworn Police Officers***

The aforementioned classifications shall receive the sum of sixty (\$60) dollars per month for uniform maintenance allowance. The City shall provide Sworn Police Officers on an annual basis, with uniforms, including footwear, for daily wear. Sworn Police Officers shall turn in used uniforms to the Police Chief at the time of replacement, or at the time of separation from service. The City will also furnish each Reserve Officer with one uniform from this source.

B. Incentive Pay Programs

**** Classified (CALPRO)***

In addition to compensation, certain classifications or positions authorized by the City Manager, will receive a total of \$60 for each eligible incentive, up to a maximum of 4 incentives or \$240 per month. The City will pay employees a Bilingual Premium of \$65 a month. The City will pay no more than two (2) employees currently receiving a bilingual premium \$100 per month when assigned to both interpret and translate and who demonstrate a high level of both oral and written bilingual proficiency as measured by appropriate skill tests.

- * Professional Secreta Certification
- * City Clerk Certification
- * Professional Notary Public Certification,
- * Water Operator II or III Certificate (only for Utility Operator Classifications and unless required in job description)
- * Wastewater Operator II or III Certificate (only for Utility Operator Classifications and unless required in job description)
- * Pesticide Operators License (unless required in job description)
- * Associate of Arts Degree
- * Bachelors of Arts/Science Degree
- * Master of Arts/Science Degree

*** Confidential**

In addition to compensation, the Secretary to the City Manager, as authorized by the City Manager, may receive a total of \$60 per month for obtaining a Professional Notary Public certificate.

*** Sworn Police Officers (SPOA)**

In addition to compensation, sworn police officers that qualify, will receive \$55, unless otherwise indicated below, for each eligible incentive, up to a maximum of 6 incentives. The City will pay employees designated at Field Training Officers a premium of \$100 a month.

- \$100 per month for Bilingual Pay (based on successful passing of an oral and written test).
Count as one incentive
- School Resource Officer as assigned by the Police Chief
- Medical Responder (proof of certification is required)
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Police Chief
- Field Training Officer duty assignment as assigned by Police Chief.
- Educational and Post Certifications shall be considered progressive and only one incentive is allowed at a time. A POST Intermediate Certificate or an Associates Degree is worth two and one half percent of the employee's base rate of pay per month. A POST Advanced Certificate or a Bachelors Degree is worth five percent of the employee's base rate of pay per month.

Assignments for sworn police officers as outlined above shall be made by the City from among qualified officers. Such assignments will be rotated among qualified sworn officers at a minimum of nine (9) to twelve (12) month basis.

*** Sergeants, Investigator (SPSA)**

In addition to compensation, sworn sergeants who qualify, will receive \$55 per month, unless otherwise indicated below, for each eligible incentive, up to a maximum of 3 incentives,

- \$100 per month for Bilingual Pay (based on successful passing of an oral and written test).
Count as one incentive.
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Police Chief
- Medical Responder (proof of certification is required)
- Educational and Post Certifications shall be considered progressive and only one incentive is allowed at a time. A POST Intermediate Certificate or an Associates Degree is worth two and one half percent of the employee's base rate of pay per month. A POST Advanced Certificate or a Bachelors Degree is worth five percent of the employee's base rate of pay per month.
- \$100 per month for a POST Supervisory Certificate for police sergeants with at least two years of service at the rank of Sergeant and an above satisfactory performance rating

C. Deferred Compensation

The City shall make a Deferred Compensation Plan available to all employees. Participation in the deferred compensation plan shall be strictly voluntary.

D. Life Insurance, Long Term Disability and Accidental Death and Dismemberment

** Management, Professional/Mid-Management, Sworn, Investigator, Confidential and Classified*

In addition to benefits provided, all employees shall be added to the roll of employees covered by the City's Life, A D & D and LTD insurance. The current rate of 60% of an employee's annual salary will be designated for long term disability insurance annually for each employee. City shall also provide life insurance at a rate of 1.5 times each employee's annual salary.

Section 7. TYPES OF EMPLOYEE LEAVE

A. Vacation

1. Regular Full Time Employee Vacation Leave

Each regular, full-time employee of the City shall be entitled to a vacation each year based upon his or her hire date and length of service as follows:

- Six Months to 36 Months

After continuous service of more than six (6) months, but not more than thirty-six (36) months, up to ten (10) working days of vacation will be earned each year, computed from the date of hiring at the rate of 6.67 hours per month. Upon employment and continuous service of not more than thirty-six (36) months. Management employees are eligible will earn up to ten (10) working days of vacation each year, computed from the date of hiring at the rate of 10 hours per month.

- 37 Months to 120 Months

For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, up to fifteen working days vacation will be earned each year, computed at the rate of ten (10) hours per month. For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, Management employees are eligible will earn up to twenty (20) working days of vacation each year, computed from the date of hiring at the rate of 13.33 hours per month.

- 121 Months to 180 Months

For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, up to seventeen (17) working days vacation will be earned each year, computed at the rate of 11.333 hours per month. For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, Management employees are eligible will earn up to twenty two (22) working days of vacation each year, computed from the date of hiring at the rate of 14.67 hours per month.

- 181 Months and Over

For continuous service of more than one hundred and eighty-one (181) months, up to twenty (20) working days vacation will be earned each year, computed at the rate of 13.333 hours per month. For continuous service of more than one hundred and eighty-one (181) months, Management employees are eligible will earn up to twenty five (25) working days of vacation each year, computed from the date of hiring at the rate of 16.67 hours per month.

2. Regular Part Time Employee Vacation Leave

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to a vacation each year on the same basis, and are subject to the same minimum requirement for continuous service, except that the number of days and maximum accumulation of vacation time shall be proportionately reduced so that, for example, a one-third-time employee shall be entitled to one-third of the vacation of a full-time employee with equivalent service and a one-half-time employee shall be entitled to one-half of the vacation of a full-time employee with equivalent service.

3. Limited Accumulation of Vacation Leave

When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two (2) calendar years. Employees shall be paid for accumulated vacation leave at their regular rate of pay upon termination of employment.

B. Sick Leave

1. Accruing Sick Leave-Regular Full Time Employee

Every regular, full-time employee of the City who has been employed for at least six (6) full months is entitled to and shall be allowed one (1) day Sick Leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety (90) days. Time off is dependent on bona fide illness, physical injury, or physical disability for the employee. Management employees shall not be required to serve a probationary period and shall accrue sick leave upon employment with the City.

Use of Sick Leave shall be allowed only in the case of necessity and actual personal sickness and in accordance with City Policy #313, section IV or by state and federal law, disability, medical or dental treatment. The City Manager may require proof thereof by the certificate of a physician or surgeon duly licensed to practice medicine in the state, or by the declaration of the employee under penalty of perjury, or by other evidence satisfactory to the City Manager.

2. Accruing Sick Leave-Regular Part Time Employee

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to Sick Leave. Each year on the same basis as regular full time employees, a regular part time employee may accrue Sick Leave under the same minimum requirements for regular full time employees except that the number of days and maximum accumulation of Sick Leave time shall be proportionately reduced. An example is that, a one-third-time employee shall be entitled to one-third of the Sick Leave of a regular full-time employee. A one-half-time employee shall be entitled to one-half of the Sick Leave of a regular full-time employee.

3. Compensation for Sick Leave While On Disability

There shall be deducted from the compensation of a regular full time employee on Sick Leave, or on leave for physical injury or physical disability, any sum received by such employee by way of industrial or worker's compensation.

Sick leave or leave for disability or injury is not allowed when the disability results from self-inflicted sickness or injury or willful misconduct, or in the event the disability or injury is sustained while the employee is on leave of absence.

4. Sick Leave Buy Back

Upon an employee's resignation or retirement, the CITY shall compensate the Management, Professional/Mid-Management, Confidential, and Classified employees in good standing for a portion of their accumulated sick leave.

**** Management, Classified, Sworn Police Officers***

In case of resignation, each Management employee shall be compensated up to but not exceeding fifteen (15) days or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay. In case of retirement, each Management employee shall be compensated up to but not exceeding thirty (30) days or 240 hours. Retirement shall be defined as meeting service and age requirements necessary to qualify for pension payments. Employees who are terminated are not considered in good standing.

**** Professional/Mid Management, Fire Engineer, Firefighter and Confidential***

In case of resignation, each employee in this category shall be compensated up to, but not exceeding fifteen (15) days or 120 hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay.

5. Sick Leave Reduction Incentive

**** Sworn Police Officers and Sergeants, Investigator***

Each employee who in the course of each calendar year, uses four (4) eight hour days or less of sick or emergency leave, will have the option to convert 25% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

**** Classified, Management, Professional/ Mid-Management, Fire Engineer, Firefighter, Confidential***

Each employee who in the course of each calendar year, uses four (4) days or less of sick or emergency leave, will have the option to convert 41.66% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay shall be deducted from the cumulative total.

6. Sick Leave Bank Incentive

**** Management, Professional/Mid-Management, Confidential, Fire Engineer, Firefighter, Sworn Police Officers and Investigator***

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential.

*** Classified**

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential. Any donation of sick leave shall be deducted from that years calendar year sick leave accruals, as it applies to Section 18 (g) of the CALPRO contract. The adjusted sick leave will be the basis used to calculate the 41.66% conversion formula. Deduction shall not exclude benefits unless that employee has exceeded the leave requirement addressed in Section 18 (g) of the CALPRO contract. This section shall not affect any requirements in Section 13, of the CALPRO contract, nor cause any overtime loss due to the donation.

C. Emergency Family Leave

Every regular, full-time employee of the City shall be entitled to three (3) days of emergency family leave in case of illness of a close family member or hospitalization of a close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister, mother-in-law and father-in-law.

D. Bereavement Leave

The City shall provide employees with bereavement leave as follows:

**** Management, Professional/Mid Management, Fire Engineer, Firefighter, Confidential, and Classified***

Three (3) days or five (5) days, if travel is required over a 600-mile radius (300 miles one-way), paid leave is permitted in case of the death of an immediate family member, meaning spouse, a parent, grandparent, child, brother, sister, aunt, uncle, mother-in-law, father-in-law, brother-in-law or sister-in-law of an employee, step-mother, step-father, and spouse's grandparent.

**** Sworn Police Officers and Sergeants, Investigator***

Four (4) days paid leave is permitted in case of the death of an immediate family member meaning those closely related to the officer by blood, by adoption, or by marriage, and specifically include on the mother, the father, a grandparent, mother or father in law, son, daughter, the husband, the wife, the brother or the sister of the officer, and the spouse of a son, daughter, brother or sister. Said leave is to be deducted from his or her sick leave.

E. Administrative Leave

The City shall grant Administrative Leave on an annual basis to employees within the Management and Professional/Mid Management units.

Said leave is in addition to any other leave such as sick, vacation, or compensatory leave which is earned independently by each employee based on time of service. Administrative Leave may not be accumulated and carried forward from one fiscal year to next fiscal year.

*** Management**

Management employees shall be entitled to three quarters (3/4) day or six (6) hours executive leave per calendar month, which shall be in lieu of any other form of compensation for overtime hours worked. This shall be in addition to the year for the incoming year. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

*** Professional/ Mid Management**

Mid-Management employees shall be entitled to three eighths (3/8) day or three (3) hours per calendar month, to accumulate to a maximum of four and a half (4.5) days. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

*** Sergeants, Investigator**

Sergeants shall be entitled to one fourth (1/4) day per calendar month, to accumulate to a maximum of three days. Balance of leave will be cleared at fiscal year end. City will not buy back leave.

F. Holiday Leave

As a part of the annual budget process, the City Council shall adopt by resolution a list of legal holidays for each incoming calendar year. Said list will be included in the Annual Pay and Classification Plan and all MOU agreements.

*** Professional/Mid Management, Confidential, Fire Engineer, and Firefighter**

Under its management rights, the City may require employees to work on a designated holiday, in which case equivalent time off may be taken in lieu of pay for the eight-hours worked on a holiday shift. Said equivalent time off shall be taken within thirty (30) days after it is earned; provided, that if management cannot schedule such time off within said thirty (30) day period, the employee shall receive one day's pay at his or her regular pay rate, in lieu of holiday time off.

G. Miscellaneous Leave

*** Voting**

The City shall grant an employee time off to vote at any general, direct primary, or presidential primary election in accordance with the California Elections Code. Notification in advance must be made to each employee's Department Manager or Supervisor.

*** Jury Duty**

A regular full time employee who has been served with a summons to report for jury duty shall be granted a leave of absence with pay from his or her assigned duty until released by the court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Subpoenas**

A regular full time employee who has been subpoenaed to appear as a witness on behalf of the State of California to any of its agencies, shall be granted a leave of absence with pay from his or her assigned duty until released by the Court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Maternity Leave**

All maternity leave will be granted in accordance with the Family Medical Leave Act requirements and/or as specified in a specific memorandum of understanding.

*** Steward Leave**

Steward Leave will be granted in accordance to the specified language outlined in the respective CALPRO and SPOA Memorandum of Understanding (MOU).

Section 8. TRAVEL AND MEETING EXPENSE ALLOWANCE

The Management unit including the Assistant City Manager, Community Development Director, Finance/Personnel Officer, Economic Development Director, Fire Chief, Lieutenant, and Public Works Director shall receive a travel and meeting expense allowance of \$100 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official City business.

Section 9. NEGOTIATED LABOR AGREEMENTS

In the event of any conflict or inconsistency between the provisions of any existing Memorandum of Understanding between the City and any recognized employee organization, and the provisions of this resolution, the provisions of the Memorandum of Understanding shall supersede.

COMPENSATION & BENEFIT PLAN

Fiscal Year 2008
(July 1, 2007 – June 30, 2008)

Section Two – Exhibit I

Section 2 of the Compensation & Benefit Plan

Exhibit I

City of Soledad Summary of Job Classifications

Effective July 1, 2007

Amended: January 2, 2008

FY 2007-2008

Classification	FLSA Exempt Status	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
MANAGEMENT										
City Manager	exempt		n/a							1.00
Police Chief	exempt		n/a							1.00
Assistant City Manager	exempt		81	9,199.10	9,613.06	10,045.65	10,497.70	10,970.10		1.00
Public Works Director	exempt	(1)	76/79	8,145.19	8,511.72	8,894.75	9,295.02	9,713.29		1.00
Fire Chief	exempt		79	8,761.05	9,155.29	9,567.28	9,997.81	10,447.71		1.00
Economic Development Director	exempt		77	8,343.85	8,719.33	9,111.70	9,521.72	9,950.20		1.00
Community Development Director	exempt		77	8,343.85	8,719.33	9,111.70	9,521.72	9,950.20		1.00
Finance/Personnel Director	exempt		74	7,757.32	8,106.40	8,471.19	8,852.40	9,250.75		1.00
Police Lieutenant	exempt	(8) (8.1)	69	8,675.92	9,066.33	9,474.32	9,900.66	10,346.19	10,811.77	1.00
PROFESSIONAL/MID-MGMT.										
Associate Engineer	exempt		63	5,929.82	6,196.66	6,475.51	6,766.91	7,071.42		1.00
Management Analyst	exempt		43	3,640.40	3,804.21	3,975.40	4,154.30	4,341.24		1.00
Econ. Develop./Housing Coord.	exempt		52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Assistant Engineer			48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		1.00
Utility Supervisor			60	5,512.99	5,761.07	6,020.32	6,291.23	6,574.34		1.00
Building Official			55	4,878.48	5,098.01	5,327.42	5,567.15	5,817.68		1.00
Public Works Foreman			52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Public Works Inspector			46	3,917.98	4,094.29	4,278.53	4,471.06	4,672.26		1.00
Associate Planner			51	4,424.92	4,624.05	4,832.13	5,049.57	5,276.80		2.00
Accountant			61	5,647.45	5,901.58	6,167.16	6,444.68	6,734.69		1.00
CONFIDENTIAL										
Secretary to the City Manager		(2)	41	3,467.04	3,623.06	3,786.10	3,956.47	4,134.51		1.00
Human Resources Technician		(10) (2)	40	3,384.50	3,536.80	3,695.95	3,862.27	4,036.07		1.00

Classification			See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CLASSIFIED											
Administrative Secretary				39	3,347.45	3,498.08	3,655.49	3,819.99	3,991.89		3.00
Accounting Assistant				38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Office Specialist				34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		6.00
Office Assistant				28	2,560.36	2,675.58	2,795.98	2,921.80	3,053.28		2.50
Mechanic/Maintenance Worker				43	3,690.56	3,856.63	4,030.18	4,211.54	4,401.06		3.00
Maintenance Worker				38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		7.00
Utility Operator				51	4,485.90	4,687.76	4,898.71	5,119.15	5,349.52		2.00
Utility Operator in Training				38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Utility Operator Intern				3	1,390.93	1,453.52	1,518.93	1,587.29	1,658.71		2.00
Code Enforcement Officer				40	3,431.13	3,585.53	3,746.88	3,915.49	4,091.69		1.00
Animal Control Officer				38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		1.00
Para Transit Driver				34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		1.00
FIRE CLASSIFICATIONS-SWORN											
Fire Captain			(b)(9)	62	5,788.64	6,049.12	6,321.33	6,605.79	6,903.06		3.00
Fire Engineer			(9)	59	5,378.52	5,620.56	5,873.48	6,137.79	6,413.99		3.00
Firefighter			(9)	48	4,113.87	4,299.00	4,492.45	4,694.81	4,905.87		3.00
Part-Time Firefighter			(9)	14	1,794.87	1,875.64	1,960.04	2,048.24	2,140.42		12.00
SERGEANTS, INVESTIGATOR											
Police Sergeant			(b)(8)	63	7,494.58	7,831.84	8,184.27	8,552.57	8,937.43	9,339.62	4.00
Investigator			(7)(8)	59	6,797.81	7,103.71	7,423.38	7,757.43	8,106.51	8,471.31	1.00
POLICE OFFICERS											
Police Officer			(8)	48	5,323.16	5,562.70	5,813.02	6,074.61	6,347.96	6,633.62	17.00
Total										97.50	

(b) Professional/Mid-Mgmt sworn position

(J) The Public Works Director position may be allowed a 7.5% increase to range 79, if the incumbent possesses a CA Professional Engineer certification

(2) Designated as confidential classification pursuant to the City's Employee Relation Policy, Reso. No. 1005

(6) SPSA pay schedule utilized to calculate salary range of the Lieutenant classification *--- step 6 does not apply to LT classification*

(7) SPSA pay schedule utilized to calculate salary range of the Investigator classification; salary range approved 10/3/07

(8) Pay range reflects 5% salary increase effective Jan. 1, 2008 as authorized by City Council Resolution No. 3989.

(8.1) Pay range reflects 5% salary increase effective Jan. 1, 2008 as authorized by City Council Resolution No. 4069.

(9) Mid-Mgmt pay schedule utilized to calculate salary ranges for Fire classifications; paid hourly

(10) Job classification and salary range established by City Council on November 7, 2007.

Exhibit II
City of Soledad
Summary of
FY 2007-08
Pay and Classification Plan
Salary Merit Pay- Time Intervals

Policy: The steps of each salary range outlined in the City's Annual Pay and Classification Plan will be interpreted and applied as follows:

Step 1 - Payable during probationary period. The first step in an assigned range is normally the minimum rate at the initial hiring for a specific classification.

Step 2 - Payable after six (6) months of services and eighteen (18) months for Sworn Officers at the Step 1, and successful completion of probation.

Step 3 - Payable after one year of service at Step "2" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 4 - Payable after one year of service at Step "3" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 5 - Payable after one year of service at Step "4" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Note: Because it is sometimes difficult to secure qualified personnel at the normal hiring rate, or a person of unusually high qualifications is available, the City Manager may hire or promote at a higher range and step at his/her discretion. If the City Manager exercises his/her discretion to hire or promote a person at a step higher than that set forth in the "Salary Merit Pay-Time Intervals Plan", said person shall be eligible for a step increase upon successful completion of probationary period.

COMPENSATION & BENEFIT PLAN

Fiscal Year 2008
(July 1, 2007 – June 30, 2008)

Section Three – Exhibit II

CITY OF SOLEDAD

ANNUAL PAY AND CLASSIFICATION PLAN
FOR SERGEANTS & INVESTIGATOR

FY 2007 - 08

EFFECTIVE JAN. 1, 2008

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 19,818.03	\$ 20,709.84	\$ 21,641.79	\$ 22,615.67	\$ 23,633.37
	MONTHLY	\$ 1,651.50	\$ 1,725.82	\$ 1,803.48	\$ 1,884.64	\$ 1,969.45
	BI-WEEKLY	\$ 762.23	\$ 796.53	\$ 832.38	\$ 869.83	\$ 908.98
	HOURLY	\$ 9.5279	\$ 9.9567	\$ 10.4047	\$ 10.8729	\$ 11.3622
2	YEARLY	\$ 20,313.48	\$ 21,227.59	\$ 22,182.83	\$ 23,181.06	\$ 24,224.21
	MONTHLY	\$ 1,692.79	\$ 1,768.97	\$ 1,848.57	\$ 1,931.75	\$ 2,018.68
	BI-WEEKLY	\$ 781.29	\$ 816.45	\$ 853.19	\$ 891.58	\$ 931.70
	HOURLY	\$ 9.7661	\$ 10.2056	\$ 10.6648	\$ 11.1447	\$ 11.6463
3	YEARLY	\$ 20,808.93	\$ 21,745.34	\$ 22,723.88	\$ 23,746.45	\$ 24,815.04
	MONTHLY	\$ 1,734.08	\$ 1,812.11	\$ 1,893.66	\$ 1,978.87	\$ 2,067.92
	BI-WEEKLY	\$ 800.34	\$ 836.36	\$ 874.00	\$ 913.33	\$ 954.42
	HOURLY	\$ 10.0043	\$ 10.4545	\$ 10.9249	\$ 11.4166	\$ 11.9303
4	YEARLY	\$ 21,329.16	\$ 22,288.97	\$ 23,291.97	\$ 24,340.11	\$ 25,435.42
	MONTHLY	\$ 1,777.43	\$ 1,857.41	\$ 1,941.00	\$ 2,028.34	\$ 2,119.62
	BI-WEEKLY	\$ 820.35	\$ 857.27	\$ 895.85	\$ 936.16	\$ 978.29
	HOURLY	\$ 10.2544	\$ 10.7159	\$ 11.1981	\$ 11.7020	\$ 12.2286
5	YEARLY	\$ 21,849.38	\$ 22,832.60	\$ 23,860.07	\$ 24,933.77	\$ 26,055.79
	MONTHLY	\$ 1,820.78	\$ 1,902.72	\$ 1,988.34	\$ 2,077.81	\$ 2,171.32
	BI-WEEKLY	\$ 840.36	\$ 878.18	\$ 917.69	\$ 958.99	\$ 1,002.15
	HOURLY	\$ 10.5045	\$ 10.9772	\$ 11.4712	\$ 11.9874	\$ 12.5268
6	YEARLY	\$ 22,395.61	\$ 23,403.42	\$ 24,456.57	\$ 25,557.12	\$ 26,707.19
	MONTHLY	\$ 1,866.30	\$ 1,950.28	\$ 2,038.05	\$ 2,129.76	\$ 2,225.60
	BI-WEEKLY	\$ 861.37	\$ 900.13	\$ 940.64	\$ 982.97	\$ 1,027.20
	HOURLY	\$ 10.7671	\$ 11.2516	\$ 11.7580	\$ 12.2871	\$ 12.8400
7	YEARLY	\$ 22,941.85	\$ 23,974.23	\$ 25,053.07	\$ 26,180.46	\$ 27,358.58
	MONTHLY	\$ 1,911.82	\$ 1,997.85	\$ 2,087.76	\$ 2,181.71	\$ 2,279.88
	BI-WEEKLY	\$ 882.38	\$ 922.09	\$ 963.58	\$ 1,006.94	\$ 1,052.25
	HOURLY	\$ 11.0297	\$ 11.5261	\$ 12.0447	\$ 12.5868	\$ 13.1532

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 23,515.40	\$ 24,573.59	\$ 25,679.40	\$ 26,834.97	\$ 28,042.55
	MONTHLY	\$ 1,959.62	\$ 2,047.80	\$ 2,139.95	\$ 2,236.25	\$ 2,336.88
	BI-WEEKLY	\$ 904.44	\$ 945.14	\$ 987.67	\$ 1,032.11	\$ 1,078.56
	HOURLY	\$ 11.3055	\$ 11.8142	\$ 12.3459	\$ 12.9014	\$ 13.4820
9	YEARLY	\$ 24,088.94	\$ 25,172.94	\$ 26,305.73	\$ 27,489.48	\$ 28,726.51
	MONTHLY	\$ 2,007.41	\$ 2,097.75	\$ 2,192.14	\$ 2,290.79	\$ 2,393.88
	BI-WEEKLY	\$ 926.50	\$ 968.19	\$ 1,011.76	\$ 1,057.29	\$ 1,104.87
	HOURLY	\$ 11.5812	\$ 12.1024	\$ 12.6470	\$ 13.2161	\$ 13.8108
10	YEARLY	\$ 24,691.17	\$ 25,802.27	\$ 26,963.37	\$ 28,176.72	\$ 29,444.67
	MONTHLY	\$ 2,057.60	\$ 2,150.19	\$ 2,246.95	\$ 2,348.06	\$ 2,453.72
	BI-WEEKLY	\$ 949.66	\$ 992.39	\$ 1,037.05	\$ 1,083.72	\$ 1,132.49
	HOURLY	\$ 11.8708	\$ 12.4049	\$ 12.9632	\$ 13.5465	\$ 14.1561
11	YEARLY	\$ 25,293.39	\$ 26,431.59	\$ 27,621.01	\$ 28,863.96	\$ 30,162.84
	MONTHLY	\$ 2,107.78	\$ 2,202.63	\$ 2,301.75	\$ 2,405.33	\$ 2,513.57
	BI-WEEKLY	\$ 972.82	\$ 1,016.60	\$ 1,062.35	\$ 1,110.15	\$ 1,160.11
	HOURLY	\$ 12.1603	\$ 12.7075	\$ 13.2793	\$ 13.8769	\$ 14.5014
12	YEARLY	\$ 25,925.72	\$ 27,092.38	\$ 28,311.54	\$ 29,585.56	\$ 30,916.91
	MONTHLY	\$ 2,160.48	\$ 2,257.70	\$ 2,359.29	\$ 2,465.46	\$ 2,576.41
	BI-WEEKLY	\$ 997.14	\$ 1,042.01	\$ 1,088.91	\$ 1,137.91	\$ 1,189.11
	HOURLY	\$ 12.4643	\$ 13.0252	\$ 13.6113	\$ 14.2238	\$ 14.8639
13	YEARLY	\$ 26,558.06	\$ 27,753.17	\$ 29,002.06	\$ 30,307.16	\$ 31,670.98
	MONTHLY	\$ 2,213.17	\$ 2,312.76	\$ 2,416.84	\$ 2,525.60	\$ 2,639.25
	BI-WEEKLY	\$ 1,021.46	\$ 1,067.43	\$ 1,115.46	\$ 1,165.66	\$ 1,218.11
	HOURLY	\$ 12.7683	\$ 13.3429	\$ 13.9433	\$ 14.5707	\$ 15.2264
14	YEARLY	\$ 27,222.01	\$ 28,447.00	\$ 29,727.12	\$ 31,064.84	\$ 32,462.75
	MONTHLY	\$ 2,268.50	\$ 2,370.58	\$ 2,477.26	\$ 2,588.74	\$ 2,705.23
	BI-WEEKLY	\$ 1,047.00	\$ 1,094.12	\$ 1,143.35	\$ 1,194.80	\$ 1,248.57
	HOURLY	\$ 13.0875	\$ 13.6764	\$ 14.2919	\$ 14.9350	\$ 15.6071
15	YEARLY	\$ 27,885.96	\$ 29,140.83	\$ 30,452.17	\$ 31,822.51	\$ 33,254.53
	MONTHLY	\$ 2,323.83	\$ 2,428.40	\$ 2,537.68	\$ 2,651.88	\$ 2,771.21
	BI-WEEKLY	\$ 1,072.54	\$ 1,120.80	\$ 1,171.24	\$ 1,223.94	\$ 1,279.02
	HOURLY	\$ 13.4067	\$ 14.0100	\$ 14.6405	\$ 15.2993	\$ 15.9878
16	YEARLY	\$ 28,583.11	\$ 29,869.35	\$ 31,213.47	\$ 32,618.08	\$ 34,085.89
	MONTHLY	\$ 2,381.93	\$ 2,489.11	\$ 2,601.12	\$ 2,718.17	\$ 2,840.49
	BI-WEEKLY	\$ 1,099.35	\$ 1,148.82	\$ 1,200.52	\$ 1,254.54	\$ 1,311.00
	HOURLY	\$ 13.7419	\$ 14.3603	\$ 15.0065	\$ 15.6818	\$ 16.3874

Sergeants/Investigator

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 29,280.26	\$ 30,597.87	\$ 31,974.78	\$ 33,413.64	\$ 34,917.25
	MONTHLY	\$ 2,440.02	\$ 2,549.82	\$ 2,664.56	\$ 2,784.47	\$ 2,909.77
	BI-WEEKLY	\$ 1,126.16	\$ 1,176.84	\$ 1,229.80	\$ 1,285.14	\$ 1,342.97
	HOURLY	\$ 14.0770	\$ 14.7105	\$ 15.3725	\$ 16.0643	\$ 16.7871
18	YEARLY	\$ 30,012.27	\$ 31,362.82	\$ 32,774.14	\$ 34,248.98	\$ 35,790.19
	MONTHLY	\$ 2,501.02	\$ 2,613.57	\$ 2,731.18	\$ 2,854.08	\$ 2,982.52
	BI-WEEKLY	\$ 1,154.32	\$ 1,206.26	\$ 1,260.54	\$ 1,317.27	\$ 1,376.55
	HOURLY	\$ 14.4290	\$ 15.0783	\$ 15.7568	\$ 16.4659	\$ 17.2068
19	YEARLY	\$ 30,744.27	\$ 32,127.76	\$ 33,573.51	\$ 35,084.32	\$ 36,663.12
	MONTHLY	\$ 2,562.02	\$ 2,677.31	\$ 2,797.79	\$ 2,923.69	\$ 3,055.26
	BI-WEEKLY	\$ 1,182.47	\$ 1,235.68	\$ 1,291.29	\$ 1,349.40	\$ 1,410.12
	HOURLY	\$ 14.7809	\$ 15.4460	\$ 16.1411	\$ 16.8675	\$ 17.6265
20	YEARLY	\$ 31,512.88	\$ 32,930.96	\$ 34,412.85	\$ 35,961.43	\$ 37,579.69
	MONTHLY	\$ 2,626.07	\$ 2,744.25	\$ 2,867.74	\$ 2,996.79	\$ 3,131.64
	BI-WEEKLY	\$ 1,212.03	\$ 1,266.58	\$ 1,323.57	\$ 1,383.13	\$ 1,445.37
	HOURLY	\$ 15.1504	\$ 15.8322	\$ 16.5446	\$ 17.2891	\$ 18.0672
21	YEARLY	\$ 32,281.49	\$ 33,734.15	\$ 35,252.19	\$ 36,838.54	\$ 38,496.27
	MONTHLY	\$ 2,690.12	\$ 2,811.18	\$ 2,937.68	\$ 3,069.88	\$ 3,208.02
	BI-WEEKLY	\$ 1,241.60	\$ 1,297.47	\$ 1,355.85	\$ 1,416.87	\$ 1,480.63
	HOURLY	\$ 15.5199	\$ 16.2183	\$ 16.9482	\$ 17.7108	\$ 18.5078
22	YEARLY	\$ 33,088.52	\$ 34,577.51	\$ 36,133.49	\$ 37,759.50	\$ 39,458.68
	MONTHLY	\$ 2,757.38	\$ 2,881.46	\$ 3,011.12	\$ 3,146.63	\$ 3,288.22
	BI-WEEKLY	\$ 1,272.64	\$ 1,329.90	\$ 1,389.75	\$ 1,452.29	\$ 1,517.64
	HOURLY	\$ 15.9079	\$ 16.6238	\$ 17.3719	\$ 18.1536	\$ 18.9705
23	YEARLY	\$ 33,895.56	\$ 35,420.86	\$ 37,014.80	\$ 38,680.47	\$ 40,421.09
	MONTHLY	\$ 2,824.63	\$ 2,951.74	\$ 3,084.57	\$ 3,223.37	\$ 3,368.42
	BI-WEEKLY	\$ 1,303.68	\$ 1,362.34	\$ 1,423.65	\$ 1,487.71	\$ 1,554.66
	HOURLY	\$ 16.2959	\$ 17.0293	\$ 17.7956	\$ 18.5964	\$ 19.4332
24	YEARLY	\$ 34,742.95	\$ 36,306.38	\$ 37,940.17	\$ 39,647.48	\$ 41,431.61
	MONTHLY	\$ 2,895.25	\$ 3,025.53	\$ 3,161.68	\$ 3,303.96	\$ 3,452.63
	BI-WEEKLY	\$ 1,336.27	\$ 1,396.40	\$ 1,459.24	\$ 1,524.90	\$ 1,593.52
	HOURLY	\$ 16.7033	\$ 17.4550	\$ 18.2405	\$ 19.0613	\$ 19.9190
25	YEARLY	\$ 35,590.34	\$ 37,191.90	\$ 38,865.54	\$ 40,614.49	\$ 42,442.14
	MONTHLY	\$ 2,965.86	\$ 3,099.33	\$ 3,238.79	\$ 3,384.54	\$ 3,536.85
	BI-WEEKLY	\$ 1,368.86	\$ 1,430.46	\$ 1,494.83	\$ 1,562.10	\$ 1,632.39
	HOURLY	\$ 17.1107	\$ 17.8807	\$ 18.6854	\$ 19.5262	\$ 20.4049

Sergeants/Investigator

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 36,480.10	\$ 38,121.70	\$ 39,837.18	\$ 41,629.85	\$ 43,503.19
	MONTHLY	\$ 3,040.01	\$ 3,176.81	\$ 3,319.76	\$ 3,469.15	\$ 3,625.27
	BI-WEEKLY	\$ 1,403.08	\$ 1,466.22	\$ 1,532.20	\$ 1,601.15	\$ 1,673.20
	HOURLY	\$ 17.5385	\$ 18.3277	\$ 19.1525	\$ 20.0144	\$ 20.9150
27	YEARLY	\$ 37,369.86	\$ 39,051.50	\$ 40,808.82	\$ 42,645.21	\$ 44,564.25
	MONTHLY	\$ 3,114.15	\$ 3,254.29	\$ 3,400.73	\$ 3,553.77	\$ 3,713.69
	BI-WEEKLY	\$ 1,437.30	\$ 1,501.98	\$ 1,569.57	\$ 1,640.20	\$ 1,714.01
	HOURLY	\$ 17.9663	\$ 18.7748	\$ 19.6196	\$ 20.5025	\$ 21.4251
28	YEARLY	\$ 38,304.10	\$ 40,027.79	\$ 41,829.04	\$ 43,711.34	\$ 45,678.35
	MONTHLY	\$ 3,192.01	\$ 3,335.65	\$ 3,485.75	\$ 3,642.61	\$ 3,806.53
	BI-WEEKLY	\$ 1,473.23	\$ 1,539.53	\$ 1,608.81	\$ 1,681.21	\$ 1,756.86
	HOURLY	\$ 18.4154	\$ 19.2441	\$ 20.1101	\$ 21.0151	\$ 21.9607
29	YEARLY	\$ 39,238.35	\$ 41,004.07	\$ 42,849.26	\$ 44,777.47	\$ 46,792.46
	MONTHLY	\$ 3,269.86	\$ 3,417.01	\$ 3,570.77	\$ 3,731.46	\$ 3,899.37
	BI-WEEKLY	\$ 1,509.17	\$ 1,577.08	\$ 1,648.05	\$ 1,722.21	\$ 1,799.71
	HOURLY	\$ 18.8646	\$ 19.7135	\$ 20.6006	\$ 21.5276	\$ 22.4964
30	YEARLY	\$ 40,219.31	\$ 42,029.18	\$ 43,920.49	\$ 45,896.91	\$ 47,962.27
	MONTHLY	\$ 3,351.61	\$ 3,502.43	\$ 3,660.04	\$ 3,824.74	\$ 3,996.86
	BI-WEEKLY	\$ 1,546.90	\$ 1,616.51	\$ 1,689.25	\$ 1,765.27	\$ 1,844.70
	HOURLY	\$ 19.3362	\$ 20.2063	\$ 21.1156	\$ 22.0658	\$ 23.0588
31	YEARLY	\$ 41,200.27	\$ 43,054.28	\$ 44,991.72	\$ 47,016.35	\$ 49,132.08
	MONTHLY	\$ 3,433.36	\$ 3,587.86	\$ 3,749.31	\$ 3,918.03	\$ 4,094.34
	BI-WEEKLY	\$ 1,584.63	\$ 1,655.93	\$ 1,730.45	\$ 1,808.32	\$ 1,889.70
	HOURLY	\$ 19.8078	\$ 20.6992	\$ 21.6306	\$ 22.6040	\$ 23.6212
32	YEARLY	\$ 42,230.27	\$ 44,130.63	\$ 46,116.51	\$ 48,191.76	\$ 50,360.38
	MONTHLY	\$ 3,519.19	\$ 3,677.55	\$ 3,843.04	\$ 4,015.98	\$ 4,196.70
	BI-WEEKLY	\$ 1,624.24	\$ 1,697.33	\$ 1,773.71	\$ 1,853.53	\$ 1,936.94
	HOURLY	\$ 20.3030	\$ 21.2167	\$ 22.1714	\$ 23.1691	\$ 24.2117
33	YEARLY	\$ 43,260.28	\$ 45,206.99	\$ 47,241.31	\$ 49,367.16	\$ 51,588.69
	MONTHLY	\$ 3,605.02	\$ 3,767.25	\$ 3,936.78	\$ 4,113.93	\$ 4,299.06
	BI-WEEKLY	\$ 1,663.86	\$ 1,738.73	\$ 1,816.97	\$ 1,898.74	\$ 1,984.18
	HOURLY	\$ 20.7982	\$ 21.7341	\$ 22.7122	\$ 23.7342	\$ 24.8023
34	YEARLY	\$ 44,341.79	\$ 46,337.17	\$ 48,422.34	\$ 50,601.34	\$ 52,878.40
	MONTHLY	\$ 3,695.15	\$ 3,861.43	\$ 4,035.19	\$ 4,216.78	\$ 4,406.53
	BI-WEEKLY	\$ 1,705.45	\$ 1,782.20	\$ 1,862.40	\$ 1,946.21	\$ 2,033.78
	HOURLY	\$ 21.3182	\$ 22.2775	\$ 23.2800	\$ 24.3276	\$ 25.4223

Sergeants/Investigator

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
35	YEARLY	\$ 45,423.29	\$ 47,467.34	\$ 49,603.37	\$ 51,835.52	\$ 54,168.12	\$ -
	MONTHLY	\$ 3,785.27	\$ 3,955.61	\$ 4,133.61	\$ 4,319.63	\$ 4,514.01	
	BI-WEEKLY	\$ 1,747.05	\$ 1,825.67	\$ 1,907.82	\$ 1,993.67	\$ 2,083.39	
	HOURLY	\$ 21.8381	\$ 22.8208	\$ 23.8478	\$ 24.9209	\$ 26.0424	
36	YEARLY	\$ 46,558.87	\$ 48,654.02	\$ 50,843.46	\$ 53,131.41	\$ 55,522.32	\$ 58,020.83
	MONTHLY	\$ 3,879.91	\$ 4,054.50	\$ 4,236.95	\$ 4,427.62	\$ 4,626.86	\$ 4,835.07
	BI-WEEKLY	\$ 1,790.73	\$ 1,871.31	\$ 1,955.52	\$ 2,043.52	\$ 2,135.47	\$ 2,231.57
	HOURLY	\$ 22.3841	\$ 23.3914	\$ 24.4440	\$ 25.5439	\$ 26.6934	\$ 27.8946
37	YEARLY	\$ 47,694.46	\$ 49,840.71	\$ 52,083.54	\$ 54,427.30	\$ 56,876.53	\$ 59,435.97
	MONTHLY	\$ 3,974.54	\$ 4,153.39	\$ 4,340.29	\$ 4,535.61	\$ 4,739.71	\$ 4,953.00
	BI-WEEKLY	\$ 1,834.40	\$ 1,916.95	\$ 2,003.21	\$ 2,093.36	\$ 2,187.56	\$ 2,286.00
	HOURLY	\$ 22.9300	\$ 23.9619	\$ 25.0402	\$ 26.1670	\$ 27.3445	\$ 28.5750
38	YEARLY	\$ 48,886.82	\$ 51,086.73	\$ 53,385.63	\$ 55,787.98	\$ 58,298.44	\$ 60,921.87
	MONTHLY	\$ 4,073.90	\$ 4,257.23	\$ 4,448.80	\$ 4,649.00	\$ 4,858.20	\$ 5,076.82
	BI-WEEKLY	\$ 1,880.26	\$ 1,964.87	\$ 2,053.29	\$ 2,145.69	\$ 2,242.25	\$ 2,343.15
	HOURLY	\$ 23.5033	\$ 24.5609	\$ 25.6662	\$ 26.8211	\$ 28.0281	\$ 29.2894
39	YEARLY	\$ 50,079.18	\$ 52,332.74	\$ 54,687.72	\$ 57,148.66	\$ 59,720.35	\$ 62,407.77
	MONTHLY	\$ 4,173.26	\$ 4,361.06	\$ 4,557.31	\$ 4,762.39	\$ 4,976.70	\$ 5,200.65
	BI-WEEKLY	\$ 1,926.12	\$ 2,012.80	\$ 2,103.37	\$ 2,198.03	\$ 2,296.94	\$ 2,400.30
	HOURLY	\$ 24.0765	\$ 25.1600	\$ 26.2922	\$ 27.4753	\$ 28.7117	\$ 30.0037
40	YEARLY	\$ 51,331.16	\$ 53,641.06	\$ 56,054.91	\$ 58,577.38	\$ 61,213.36	\$ 63,967.96
	MONTHLY	\$ 4,277.60	\$ 4,470.09	\$ 4,671.24	\$ 4,881.45	\$ 5,101.11	\$ 5,330.66
	BI-WEEKLY	\$ 1,974.28	\$ 2,063.12	\$ 2,155.96	\$ 2,252.98	\$ 2,354.36	\$ 2,460.31
	HOURLY	\$ 24.6784	\$ 25.7890	\$ 26.9495	\$ 28.1622	\$ 29.4295	\$ 30.7538
41	YEARLY	\$ 52,583.14	\$ 54,949.38	\$ 57,422.10	\$ 60,006.10	\$ 62,706.37	\$ 65,528.16
	MONTHLY	\$ 4,381.93	\$ 4,579.12	\$ 4,785.18	\$ 5,000.51	\$ 5,225.53	\$ 5,460.68
	BI-WEEKLY	\$ 2,022.43	\$ 2,113.44	\$ 2,208.54	\$ 2,307.93	\$ 2,411.78	\$ 2,520.31
	HOURLY	\$ 25.2804	\$ 26.4180	\$ 27.6068	\$ 28.8491	\$ 30.1473	\$ 31.5039
42	YEARLY	\$ 53,897.72	\$ 56,323.11	\$ 58,857.65	\$ 61,506.25	\$ 64,274.03	\$ 67,166.36
	MONTHLY	\$ 4,491.48	\$ 4,693.59	\$ 4,904.80	\$ 5,125.52	\$ 5,356.17	\$ 5,597.20
	BI-WEEKLY	\$ 2,072.99	\$ 2,166.27	\$ 2,263.76	\$ 2,365.62	\$ 2,472.08	\$ 2,583.32
	HOURLY	\$ 25.9124	\$ 27.0784	\$ 28.2969	\$ 29.5703	\$ 30.9010	\$ 32.2915
43	YEARLY	\$ 55,212.30	\$ 57,696.85	\$ 60,293.21	\$ 63,006.40	\$ 65,841.69	\$ 68,804.57
	MONTHLY	\$ 4,601.02	\$ 4,808.07	\$ 5,024.43	\$ 5,250.53	\$ 5,486.81	\$ 5,733.71
	BI-WEEKLY	\$ 2,123.55	\$ 2,219.11	\$ 2,318.97	\$ 2,423.32	\$ 2,532.37	\$ 2,646.33
	HOURLY	\$ 26.5444	\$ 27.7389	\$ 28.9871	\$ 30.2915	\$ 31.6547	\$ 33.0791

Sergeants/Investigator

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		
44	YEARLY	\$ 56,592.60	\$ 59,139.27	\$ 61,800.54	\$ 64,581.56	\$ 67,487.73	\$	70,524.68
	MONTHLY	\$ 4,716.05	\$ 4,928.27	\$ 5,150.04	\$ 5,381.80	\$ 5,623.98	\$	5,877.06
	BI-WEEKLY	\$ 2,176.64	\$ 2,274.59	\$ 2,376.94	\$ 2,483.91	\$ 2,595.68	\$	2,712.49
	HOURLY	\$ 27.2080	\$ 28.4323	\$ 29.7118	\$ 31.0488	\$ 32.4460	\$	33.9061
45	YEARLY	\$ 57,972.91	\$ 60,581.69	\$ 63,307.87	\$ 66,156.72	\$ 69,133.77	\$	72,244.79
	MONTHLY	\$ 4,831.08	\$ 5,048.47	\$ 5,275.66	\$ 5,513.06	\$ 5,761.15	\$	6,020.40
	BI-WEEKLY	\$ 2,229.73	\$ 2,330.07	\$ 2,434.92	\$ 2,544.49	\$ 2,658.99	\$	2,778.65
	HOURLY	\$ 27.8716	\$ 29.1258	\$ 30.4365	\$ 31.8061	\$ 33.2374	\$	34.7331
46	YEARLY	\$ 59,422.23	\$ 62,096.23	\$ 64,890.56	\$ 67,810.64	\$ 70,862.12	\$	74,050.91
	MONTHLY	\$ 4,951.85	\$ 5,174.69	\$ 5,407.55	\$ 5,650.89	\$ 5,905.18	\$	6,170.91
	BI-WEEKLY	\$ 2,285.47	\$ 2,388.32	\$ 2,495.79	\$ 2,608.10	\$ 2,725.47	\$	2,848.11
	HOURLY	\$ 28.5684	\$ 29.8540	\$ 31.1974	\$ 32.6013	\$ 34.0683	\$	35.6014
47	YEARLY	\$ 60,871.56	\$ 63,610.78	\$ 66,473.26	\$ 69,464.56	\$ 72,590.46	\$	75,857.03
	MONTHLY	\$ 5,072.63	\$ 5,300.90	\$ 5,539.44	\$ 5,788.71	\$ 6,049.21	\$	6,321.42
	BI-WEEKLY	\$ 2,341.21	\$ 2,446.57	\$ 2,556.66	\$ 2,671.71	\$ 2,791.94	\$	2,917.58
	HOURLY	\$ 29.2652	\$ 30.5821	\$ 31.9583	\$ 33.3964	\$ 34.8993	\$	36.4697
48	YEARLY	\$ 62,393.34	\$ 65,201.05	\$ 68,135.09	\$ 71,201.17	\$ 74,405.22	\$	77,753.46
	MONTHLY	\$ 5,199.45	\$ 5,433.42	\$ 5,677.92	\$ 5,933.43	\$ 6,200.44	\$	6,479.45
	BI-WEEKLY	\$ 2,399.74	\$ 2,507.73	\$ 2,620.58	\$ 2,738.51	\$ 2,861.74	\$	2,990.52
	HOURLY	\$ 29.9968	\$ 31.3467	\$ 32.7573	\$ 34.2313	\$ 35.7717	\$	37.3815
49	YEARLY	\$ 63,915.13	\$ 66,791.31	\$ 69,796.92	\$ 72,937.79	\$ 76,219.99	\$	79,649.89
	MONTHLY	\$ 5,326.26	\$ 5,565.94	\$ 5,816.41	\$ 6,078.15	\$ 6,351.67	\$	6,637.49
	BI-WEEKLY	\$ 2,458.27	\$ 2,568.90	\$ 2,684.50	\$ 2,805.30	\$ 2,931.54	\$	3,063.46
	HOURLY	\$ 30.7284	\$ 32.1112	\$ 33.5562	\$ 35.0662	\$ 36.6442	\$	38.2932
50	YEARLY	\$ 65,513.01	\$ 68,461.10	\$ 71,541.85	\$ 74,761.23	\$ 78,125.49	\$	81,641.13
	MONTHLY	\$ 5,459.42	\$ 5,705.09	\$ 5,961.82	\$ 6,230.10	\$ 6,510.46	\$	6,803.43
	BI-WEEKLY	\$ 2,519.73	\$ 2,633.12	\$ 2,751.61	\$ 2,875.43	\$ 3,004.83	\$	3,140.04
	HOURLY	\$ 31.4966	\$ 32.9140	\$ 34.3951	\$ 35.9429	\$ 37.5603	\$	39.2505
51	YEARLY	\$ 67,110.89	\$ 70,130.88	\$ 73,286.77	\$ 76,584.67	\$ 80,030.99	\$	83,632.38
	MONTHLY	\$ 5,592.57	\$ 5,844.24	\$ 6,107.23	\$ 6,382.06	\$ 6,669.25	\$	6,969.36
	BI-WEEKLY	\$ 2,581.19	\$ 2,697.34	\$ 2,818.72	\$ 2,945.56	\$ 3,078.11	\$	3,216.63
	HOURLY	\$ 32.2649	\$ 33.7168	\$ 35.2340	\$ 36.8196	\$ 38.4764	\$	40.2079
52	YEARLY	\$ 68,788.66	\$ 71,884.15	\$ 75,118.94	\$ 78,499.29	\$ 82,031.76	\$	85,723.19
	MONTHLY	\$ 5,732.39	\$ 5,990.35	\$ 6,259.91	\$ 6,541.61	\$ 6,835.98	\$	7,143.60
	BI-WEEKLY	\$ 2,645.72	\$ 2,764.78	\$ 2,889.19	\$ 3,019.20	\$ 3,155.07	\$	3,297.05
	HOURLY	\$ 33.0715	\$ 34.5597	\$ 36.1149	\$ 37.7400	\$ 39.4383	\$	41.2131

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		
53	YEARLY	\$ 70,466.44	\$ 73,637.42	\$ 76,951.11	\$ 80,413.91	\$ 84,032.53	\$	87,814.00
	MONTHLY	\$ 5,872.20	\$ 6,136.45	\$ 6,412.59	\$ 6,701.16	\$ 7,002.71	\$	7,317.83
	BI-WEEKLY	\$ 2,710.25	\$ 2,832.21	\$ 2,959.66	\$ 3,092.84	\$ 3,232.02	\$	3,377.46
	HOURLY	\$ 33.8781	\$ 35.4026	\$ 36.9957	\$ 38.6605	\$ 40.4003	\$	42.2183
54	YEARLY	\$ 72,228.10	\$ 75,478.36	\$ 78,874.89	\$ 82,424.26	\$ 86,133.35	\$	90,009.35
	MONTHLY	\$ 6,019.01	\$ 6,289.86	\$ 6,572.91	\$ 6,868.69	\$ 7,177.78	\$	7,500.78
	BI-WEEKLY	\$ 2,778.00	\$ 2,903.01	\$ 3,033.65	\$ 3,170.16	\$ 3,312.82	\$	3,461.90
	HOURLY	\$ 34.7250	\$ 36.2877	\$ 37.9206	\$ 39.6270	\$ 41.4103	\$	43.2737
55	YEARLY	\$ 73,989.76	\$ 77,319.30	\$ 80,798.66	\$ 84,434.60	\$ 88,234.16	\$	92,204.70
	MONTHLY	\$ 6,165.81	\$ 6,443.27	\$ 6,733.22	\$ 7,036.22	\$ 7,352.85	\$	7,683.72
	BI-WEEKLY	\$ 2,845.76	\$ 2,973.82	\$ 3,107.64	\$ 3,247.48	\$ 3,393.62	\$	3,546.33
	HOURLY	\$ 35.5720	\$ 37.1727	\$ 38.8455	\$ 40.5936	\$ 42.4203	\$	44.3292
56	YEARLY	\$ 75,839.50	\$ 79,252.28	\$ 82,818.63	\$ 86,545.47	\$ 90,440.02	\$	94,509.82
	MONTHLY	\$ 6,319.96	\$ 6,604.36	\$ 6,901.55	\$ 7,212.12	\$ 7,536.67	\$	7,875.82
	BI-WEEKLY	\$ 2,916.90	\$ 3,048.16	\$ 3,185.33	\$ 3,328.67	\$ 3,478.46	\$	3,634.99
	HOURLY	\$ 36.4613	\$ 38.1021	\$ 39.8166	\$ 41.6084	\$ 43.4808	\$	45.4374
57	YEARLY	\$ 77,689.24	\$ 81,185.26	\$ 84,838.60	\$ 88,656.33	\$ 92,645.87	\$	96,814.93
	MONTHLY	\$ 6,474.10	\$ 6,765.44	\$ 7,069.88	\$ 7,388.03	\$ 7,720.49	\$	8,067.91
	BI-WEEKLY	\$ 2,988.05	\$ 3,122.51	\$ 3,263.02	\$ 3,409.86	\$ 3,563.30	\$	3,723.65
	HOURLY	\$ 37.3506	\$ 39.0314	\$ 40.7878	\$ 42.6232	\$ 44.5413	\$	46.5456
58	YEARLY	\$ 79,631.48	\$ 83,214.89	\$ 86,959.56	\$ 90,872.74	\$ 94,962.02	\$	99,235.31
	MONTHLY	\$ 6,635.96	\$ 6,934.57	\$ 7,246.63	\$ 7,572.73	\$ 7,913.50	\$	8,269.61
	BI-WEEKLY	\$ 3,062.75	\$ 3,200.57	\$ 3,344.60	\$ 3,495.11	\$ 3,652.39	\$	3,816.74
	HOURLY	\$ 38.2844	\$ 40.0072	\$ 41.8075	\$ 43.6888	\$ 45.6548	\$	47.7093
59	YEARLY	\$ 81,573.71	\$ 85,244.52	\$ 89,080.53	\$ 93,089.15	\$ 97,278.16	\$	101,655.68
	MONTHLY	\$ 6,797.81	\$ 7,103.71	\$ 7,423.38	\$ 7,757.43	\$ 8,106.51	\$	8,471.31
	BI-WEEKLY	\$ 3,137.45	\$ 3,278.64	\$ 3,426.17	\$ 3,580.35	\$ 3,741.47	\$	3,909.83
	HOURLY	\$ 39.2181	\$ 40.9829	\$ 42.8272	\$ 44.7544	\$ 46.7683	\$	48.8729
60	YEARLY	\$ 83,613.05	\$ 87,375.64	\$ 91,307.54	\$ 95,416.38	\$ 99,710.12	\$	104,197.07
	MONTHLY	\$ 6,967.75	\$ 7,281.30	\$ 7,608.96	\$ 7,951.36	\$ 8,309.18	\$	8,683.09
	BI-WEEKLY	\$ 3,215.89	\$ 3,360.60	\$ 3,511.83	\$ 3,669.86	\$ 3,835.00	\$	4,007.58
	HOURLY	\$ 40.1986	\$ 42.0075	\$ 43.8979	\$ 45.8733	\$ 47.9376	\$	50.0947
61	YEARLY	\$ 85,652.39	\$ 89,506.75	\$ 93,534.55	\$ 97,743.61	\$ 102,142.07	\$	106,738.46
	MONTHLY	\$ 7,137.70	\$ 7,458.90	\$ 7,794.55	\$ 8,145.30	\$ 8,511.84	\$	8,894.87
	BI-WEEKLY	\$ 3,294.32	\$ 3,442.57	\$ 3,597.48	\$ 3,759.37	\$ 3,928.54	\$	4,105.33
	HOURLY	\$ 41.1790	\$ 43.0321	\$ 44.9685	\$ 46.9921	\$ 49.1068	\$	51.3166

Sergeants/Investigator

Page 7

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
62	YEARLY	\$ 87,793.70	\$ 91,744.42	\$ 95,872.92	\$ 100,187.20	\$ 104,695.62	\$ 109,406.93
	MONTHLY	\$ 7,316.14	\$ 7,645.37	\$ 7,989.41	\$ 8,348.93	\$ 8,724.64	\$ 9,117.24
	BI-WEEKLY	\$ 3,376.68	\$ 3,528.63	\$ 3,687.42	\$ 3,853.35	\$ 4,026.75	\$ 4,207.96
	HOURLY	\$ 42.2085	\$ 44.1079	\$ 46.0927	\$ 48.1669	\$ 50.3344	\$ 52.5995
63	YEARLY	\$ 89,935.01	\$ 93,982.09	\$ 98,211.28	\$ 102,630.79	\$ 107,249.17	\$ 112,075.39
	MONTHLY	\$ 7,494.58	\$ 7,831.84	\$ 8,184.27	\$ 8,552.57	\$ 8,937.43	\$ 9,339.62
	BI-WEEKLY	\$ 3,459.04	\$ 3,614.70	\$ 3,777.36	\$ 3,947.34	\$ 4,124.97	\$ 4,310.59
	HOURLY	\$ 43.2380	\$ 45.1837	\$ 47.2170	\$ 49.3417	\$ 51.5621	\$ 53.8824
64	YEARLY	\$ 92,183.39	\$ 96,331.64	\$ 100,666.56	\$ 105,196.56	\$ 109,930.40	\$ 114,877.27
	MONTHLY	\$ 7,681.95	\$ 8,027.64	\$ 8,388.88	\$ 8,766.38	\$ 9,160.87	\$ 9,573.11
	BI-WEEKLY	\$ 3,545.51	\$ 3,705.06	\$ 3,871.79	\$ 4,046.02	\$ 4,228.09	\$ 4,418.36
	HOURLY	\$ 44.3189	\$ 46.3133	\$ 48.3974	\$ 50.5753	\$ 52.8512	\$ 55.2295
65	YEARLY	\$ 94,431.76	\$ 98,681.19	\$ 103,121.85	\$ 107,762.33	\$ 112,611.63	\$ 117,679.16
	MONTHLY	\$ 7,869.31	\$ 8,223.43	\$ 8,593.49	\$ 8,980.19	\$ 9,384.30	\$ 9,806.60
	BI-WEEKLY	\$ 3,631.99	\$ 3,795.43	\$ 3,966.22	\$ 4,144.70	\$ 4,331.22	\$ 4,526.12
	HOURLY	\$ 45.3999	\$ 47.4429	\$ 49.5778	\$ 51.8088	\$ 54.1402	\$ 56.5765
66	YEARLY	\$ 96,792.56	\$ 101,148.22	\$ 105,699.89	\$ 110,456.39	\$ 115,426.92	\$ 120,621.14
	MONTHLY	\$ 8,066.05	\$ 8,429.02	\$ 8,808.32	\$ 9,204.70	\$ 9,618.91	\$ 10,051.76
	BI-WEEKLY	\$ 3,722.79	\$ 3,890.32	\$ 4,065.38	\$ 4,248.32	\$ 4,439.50	\$ 4,639.27
	HOURLY	\$ 46.5349	\$ 48.6290	\$ 50.8173	\$ 53.1040	\$ 55.4937	\$ 57.9909
67	YEARLY	\$ 99,153.35	\$ 103,615.25	\$ 108,277.94	\$ 113,150.44	\$ 118,242.21	\$ 123,563.11
	MONTHLY	\$ 8,262.78	\$ 8,634.60	\$ 9,023.16	\$ 9,429.20	\$ 9,853.52	\$ 10,296.93
	BI-WEEKLY	\$ 3,813.59	\$ 3,985.20	\$ 4,164.54	\$ 4,351.94	\$ 4,547.78	\$ 4,752.43
	HOURLY	\$ 47.6699	\$ 49.8150	\$ 52.0567	\$ 54.3993	\$ 56.8472	\$ 59.4053
68	YEARLY	\$ 101,632.18	\$ 106,205.63	\$ 110,984.89	\$ 115,979.21	\$ 121,198.27	\$ 126,652.19
	MONTHLY	\$ 8,469.35	\$ 8,850.47	\$ 9,248.74	\$ 9,664.93	\$ 10,099.86	\$ 10,554.35
	BI-WEEKLY	\$ 3,908.93	\$ 4,084.83	\$ 4,268.65	\$ 4,460.74	\$ 4,661.47	\$ 4,871.24
	HOURLY	\$ 48.8616	\$ 51.0604	\$ 53.3581	\$ 55.7592	\$ 58.2684	\$ 60.8905
69	YEARLY	\$ 104,111.02	\$ 108,796.01	\$ 113,691.83	\$ 118,807.97	\$ 124,154.33	\$ 129,741.27
	MONTHLY	\$ 8,675.92	\$ 9,066.33	\$ 9,474.32	\$ 9,900.66	\$ 10,346.19	\$ 10,811.77
	BI-WEEKLY	\$ 4,004.27	\$ 4,184.46	\$ 4,372.76	\$ 4,569.54	\$ 4,775.17	\$ 4,990.05
	HOURLY	\$ 50.0534	\$ 52.3058	\$ 54.6595	\$ 57.1192	\$ 59.6896	\$ 62.3756
70	YEARLY	\$ 106,713.79	\$ 111,515.91	\$ 116,534.13	\$ 121,778.17	\$ 127,258.18	\$ 132,984.80
	MONTHLY	\$ 8,892.82	\$ 9,292.99	\$ 9,711.18	\$ 10,148.18	\$ 10,604.85	\$ 11,082.07
	BI-WEEKLY	\$ 4,104.38	\$ 4,289.07	\$ 4,482.08	\$ 4,683.78	\$ 4,894.55	\$ 5,114.80
	HOURLY	\$ 51.3047	\$ 53.6134	\$ 56.0260	\$ 58.5472	\$ 61.1818	\$ 63.9350

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
71	YEARLY	\$ 109,316.57	\$ 114,235.81	\$ 119,376.43	\$ 124,748.37	\$ 130,362.04	\$ 136,228.33
	MONTHLY	\$ 9,109.71	\$ 9,519.65	\$ 9,948.04	\$ 10,395.70	\$ 10,863.50	\$ 11,352.36
	BI-WEEKLY	\$ 4,204.48	\$ 4,393.69	\$ 4,591.40	\$ 4,798.01	\$ 5,013.92	\$ 5,239.55
	HOURLY	\$ 52.5560	\$ 54.9211	\$ 57.3925	\$ 59.9752	\$ 62.6741	\$ 65.4944
72	YEARLY	\$ 112,049.48	\$ 117,091.71	\$ 122,360.84	\$ 127,867.07	\$ 133,621.09	\$ 139,634.04
	MONTHLY	\$ 9,337.46	\$ 9,757.64	\$ 10,196.74	\$ 10,655.59	\$ 11,135.09	\$ 11,636.17
	BI-WEEKLY	\$ 4,309.60	\$ 4,503.53	\$ 4,706.19	\$ 4,917.96	\$ 5,139.27	\$ 5,370.54
	HOURLY	\$ 53.8699	\$ 56.2941	\$ 58.8273	\$ 61.4746	\$ 64.2409	\$ 67.1318
73	YEARLY	\$ 114,782.40	\$ 119,947.61	\$ 125,345.25	\$ 130,985.78	\$ 136,880.14	\$ 143,039.75
	MONTHLY	\$ 9,565.20	\$ 9,995.63	\$ 10,445.44	\$ 10,915.48	\$ 11,406.68	\$ 11,919.98
	BI-WEEKLY	\$ 4,414.71	\$ 4,613.37	\$ 4,820.97	\$ 5,037.91	\$ 5,264.62	\$ 5,501.53
	HOURLY	\$ 55.1838	\$ 57.6671	\$ 60.2621	\$ 62.9739	\$ 65.8078	\$ 68.7691
74	YEARLY	\$ 117,651.96	\$ 122,946.30	\$ 128,478.88	\$ 134,260.43	\$ 140,302.15	\$ 146,615.74
	MONTHLY	\$ 9,804.33	\$ 10,245.52	\$ 10,706.57	\$ 11,188.37	\$ 11,691.85	\$ 12,217.98
	BI-WEEKLY	\$ 4,525.08	\$ 4,728.70	\$ 4,941.50	\$ 5,163.86	\$ 5,396.24	\$ 5,639.07
	HOURLY	\$ 56.5634	\$ 59.1088	\$ 61.7687	\$ 64.5483	\$ 67.4530	\$ 70.4883
75	YEARLY	\$ 120,521.52	\$ 125,944.99	\$ 131,612.51	\$ 137,535.07	\$ 143,724.15	\$ 150,191.74
	MONTHLY	\$ 10,043.46	\$ 10,495.42	\$ 10,967.71	\$ 11,461.26	\$ 11,977.01	\$ 12,515.98
	BI-WEEKLY	\$ 4,635.44	\$ 4,844.04	\$ 5,062.02	\$ 5,289.81	\$ 5,527.85	\$ 5,776.61
	HOURLY	\$ 57.9430	\$ 60.5505	\$ 63.2752	\$ 66.1226	\$ 69.0981	\$ 72.2076
76	YEARLY	\$ 123,534.56	\$ 129,093.61	\$ 134,902.82	\$ 140,973.45	\$ 147,317.26	\$ 153,946.53
	MONTHLY	\$ 10,294.55	\$ 10,757.80	\$ 11,241.90	\$ 11,747.79	\$ 12,276.44	\$ 12,828.88
	BI-WEEKLY	\$ 4,751.33	\$ 4,965.14	\$ 5,188.57	\$ 5,422.06	\$ 5,666.05	\$ 5,921.02
	HOURLY	\$ 59.3916	\$ 62.0642	\$ 64.8571	\$ 67.7757	\$ 70.8256	\$ 74.0128
77	YEARLY	\$ 126,547.59	\$ 132,242.23	\$ 138,193.14	\$ 144,411.83	\$ 150,910.36	\$ 157,701.32
	MONTHLY	\$ 10,545.63	\$ 11,020.19	\$ 11,516.09	\$ 12,034.32	\$ 12,575.86	\$ 13,141.78
	BI-WEEKLY	\$ 4,867.22	\$ 5,086.24	\$ 5,315.12	\$ 5,554.30	\$ 5,804.24	\$ 6,065.44
	HOURLY	\$ 60.8402	\$ 63.5780	\$ 66.4390	\$ 69.4288	\$ 72.5531	\$ 75.8179
78	YEARLY	\$ 129,711.28	\$ 135,548.29	\$ 141,647.96	\$ 148,022.12	\$ 154,683.12	\$ 161,643.86
	MONTHLY	\$ 10,809.27	\$ 11,295.69	\$ 11,804.00	\$ 12,335.18	\$ 12,890.26	\$ 13,470.32
	BI-WEEKLY	\$ 4,988.90	\$ 5,213.40	\$ 5,448.00	\$ 5,693.16	\$ 5,949.35	\$ 6,217.07
	HOURLY	\$ 62.3612	\$ 65.1674	\$ 68.1000	\$ 71.1645	\$ 74.3669	\$ 77.7134
79	YEARLY	\$ 132,874.97	\$ 138,854.35	\$ 145,102.79	\$ 151,632.42	\$ 158,455.88	\$ 165,586.39
	MONTHLY	\$ 11,072.91	\$ 11,571.20	\$ 12,091.90	\$ 12,636.03	\$ 13,204.66	\$ 13,798.87
	BI-WEEKLY	\$ 5,110.58	\$ 5,340.55	\$ 5,580.88	\$ 5,832.02	\$ 6,094.46	\$ 6,368.71
	HOURLY	\$ 63.8822	\$ 66.7569	\$ 69.7610	\$ 72.9002	\$ 76.1807	\$ 79.6088

Sergeants/Investigator

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
80	YEARLY	\$ 136,196.85	\$ 142,325.71	\$ 148,730.36	\$ 155,423.23	\$ 162,417.27	\$ 169,726.05
	MONTHLY	\$ 11,349.74	\$ 11,860.48	\$ 12,394.20	\$ 12,951.94	\$ 13,534.77	\$ 14,143.84
	BI-WEEKLY	\$ 5,238.34	\$ 5,474.07	\$ 5,720.40	\$ 5,977.82	\$ 6,246.82	\$ 6,527.93
	HOURLY	\$ 65.4793	\$ 68.4258	\$ 71.5050	\$ 74.7227	\$ 78.0852	\$ 81.5991
81	YEARLY	\$ 139,518.72	\$ 145,797.06	\$ 152,357.93	\$ 159,214.04	\$ 166,378.67	\$ 173,865.71
	MONTHLY	\$ 11,626.56	\$ 12,149.76	\$ 12,696.49	\$ 13,267.84	\$ 13,864.89	\$ 14,488.81
	BI-WEEKLY	\$ 5,366.10	\$ 5,607.58	\$ 5,859.92	\$ 6,123.62	\$ 6,399.18	\$ 6,687.14
	HOURLY	\$ 67.0763	\$ 70.0947	\$ 73.2490	\$ 76.5452	\$ 79.9897	\$ 83.5893
82	YEARLY	\$ 143,006.69	\$ 149,441.99	\$ 156,166.88	\$ 163,194.39	\$ 170,538.14	\$ 178,212.35
	MONTHLY	\$ 11,917.22	\$ 12,453.50	\$ 13,013.91	\$ 13,599.53	\$ 14,211.51	\$ 14,851.03
	BI-WEEKLY	\$ 5,500.26	\$ 5,747.77	\$ 6,006.42	\$ 6,276.71	\$ 6,559.16	\$ 6,854.32
	HOURLY	\$ 68.7532	\$ 71.8471	\$ 75.0802	\$ 78.4588	\$ 81.9895	\$ 85.6790
83	YEARLY	\$ 146,494.66	\$ 153,086.92	\$ 159,975.83	\$ 167,174.74	\$ 174,697.60	\$ 182,559.00
	MONTHLY	\$ 12,207.89	\$ 12,757.24	\$ 13,331.32	\$ 13,931.23	\$ 14,558.13	\$ 15,213.25
	BI-WEEKLY	\$ 5,634.41	\$ 5,887.96	\$ 6,152.92	\$ 6,429.80	\$ 6,719.14	\$ 7,021.50
	HOURLY	\$ 70.4301	\$ 73.5995	\$ 76.9115	\$ 80.3725	\$ 83.9892	\$ 87.7687
84	YEARLY	\$ 150,157.02	\$ 156,914.09	\$ 163,975.22	\$ 171,354.11	\$ 179,065.04	\$ 187,122.97
	MONTHLY	\$ 12,513.09	\$ 13,076.17	\$ 13,664.60	\$ 14,279.51	\$ 14,922.09	\$ 15,593.58
	BI-WEEKLY	\$ 5,775.27	\$ 6,035.16	\$ 6,306.74	\$ 6,590.54	\$ 6,887.12	\$ 7,197.04
	HOURLY	\$ 72.1909	\$ 75.4395	\$ 78.8342	\$ 82.3818	\$ 86.0890	\$ 89.9630
85	YEARLY	\$ 153,819.39	\$ 160,741.26	\$ 167,974.62	\$ 175,533.48	\$ 183,432.48	\$ 191,686.95
	MONTHLY	\$ 12,818.28	\$ 13,395.11	\$ 13,997.88	\$ 14,627.79	\$ 15,286.04	\$ 15,973.91
	BI-WEEKLY	\$ 5,916.13	\$ 6,182.36	\$ 6,460.56	\$ 6,751.29	\$ 7,055.10	\$ 7,372.57
	HOURLY	\$ 73.9516	\$ 77.2795	\$ 80.7570	\$ 84.3911	\$ 88.1887	\$ 92.1572
86	YEARLY	\$ 157,664.88	\$ 164,759.79	\$ 172,173.99	\$ 179,921.81	\$ 188,018.30	\$ 196,479.12
	MONTHLY	\$ 13,138.74	\$ 13,729.98	\$ 14,347.83	\$ 14,993.48	\$ 15,668.19	\$ 16,373.26
	BI-WEEKLY	\$ 6,064.03	\$ 6,336.92	\$ 6,622.08	\$ 6,920.07	\$ 7,231.47	\$ 7,556.89
	HOURLY	\$ 75.8004	\$ 79.2114	\$ 82.7760	\$ 86.5009	\$ 90.3934	\$ 94.4611
87	YEARLY	\$ 161,510.36	\$ 168,778.33	\$ 176,373.35	\$ 184,310.15	\$ 192,604.11	\$ 201,271.29
	MONTHLY	\$ 13,459.20	\$ 14,064.86	\$ 14,697.78	\$ 15,359.18	\$ 16,050.34	\$ 16,772.61
	BI-WEEKLY	\$ 6,211.94	\$ 6,491.47	\$ 6,783.59	\$ 7,088.85	\$ 7,407.85	\$ 7,741.20
	HOURLY	\$ 77.6492	\$ 81.1434	\$ 84.7949	\$ 88.6106	\$ 92.5981	\$ 96.7650
88	YEARLY	\$ 165,548.12	\$ 172,997.78	\$ 180,782.68	\$ 188,917.91	\$ 197,419.21	\$ 206,303.08
	MONTHLY	\$ 13,795.68	\$ 14,416.48	\$ 15,065.22	\$ 15,743.16	\$ 16,451.60	\$ 17,191.92
	BI-WEEKLY	\$ 6,367.24	\$ 6,653.76	\$ 6,953.18	\$ 7,266.07	\$ 7,593.05	\$ 7,934.73
	HOURLY	\$ 79.5904	\$ 83.1720	\$ 86.9148	\$ 90.8259	\$ 94.9131	\$ 99.1842

Sergeants/Investigator

CITY OF SOLEDAD

**ANNUAL PAY AND CLASSIFICATION PLAN
FOR POLICE OFFICERS
FY 2007 - 08
EFFECTIVE JAN 1, 2008**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 20,289.57	\$ 21,202.60	\$ 22,156.72	\$ 23,153.77	\$ 24,195.69
	MONTHLY	\$ 1,690.80	\$ 1,766.88	\$ 1,846.39	\$ 1,929.48	\$ 2,016.31
	BI-WEEKLY	\$ 780.37	\$ 815.48	\$ 852.18	\$ 890.53	\$ 930.60
	HOURLY	\$ 9.7546	\$ 10.1936	\$ 10.6523	\$ 11.1316	\$ 11.6325
2	YEARLY	\$ 20,796.81	\$ 21,732.66	\$ 22,710.63	\$ 23,732.61	\$ 24,800.58
	MONTHLY	\$ 1,733.07	\$ 1,811.06	\$ 1,892.55	\$ 1,977.72	\$ 2,066.71
	BI-WEEKLY	\$ 799.88	\$ 835.87	\$ 873.49	\$ 912.79	\$ 953.87
	HOURLY	\$ 9.9985	\$ 10.4484	\$ 10.9186	\$ 11.4099	\$ 11.9234
3	YEARLY	\$ 21,304.05	\$ 22,262.73	\$ 23,264.55	\$ 24,311.46	\$ 25,405.47
	MONTHLY	\$ 1,775.34	\$ 1,855.23	\$ 1,938.71	\$ 2,025.95	\$ 2,117.12
	BI-WEEKLY	\$ 819.39	\$ 856.26	\$ 894.79	\$ 935.06	\$ 977.13
	HOURLY	\$ 10.2423	\$ 10.7032	\$ 11.1849	\$ 11.6882	\$ 12.2142
4	YEARLY	\$ 21,836.65	\$ 22,819.30	\$ 23,846.17	\$ 24,919.24	\$ 26,040.61
	MONTHLY	\$ 1,819.72	\$ 1,901.61	\$ 1,987.18	\$ 2,076.60	\$ 2,170.05
	BI-WEEKLY	\$ 839.87	\$ 877.67	\$ 917.16	\$ 958.43	\$ 1,001.56
	HOURLY	\$ 10.4984	\$ 10.9708	\$ 11.4645	\$ 11.9804	\$ 12.5195
5	YEARLY	\$ 22,369.25	\$ 23,375.86	\$ 24,427.78	\$ 25,527.03	\$ 26,675.75
	MONTHLY	\$ 1,864.10	\$ 1,947.99	\$ 2,035.65	\$ 2,127.25	\$ 2,222.98
	BI-WEEKLY	\$ 860.36	\$ 899.07	\$ 939.53	\$ 981.81	\$ 1,025.99
	HOURLY	\$ 10.7544	\$ 11.2384	\$ 11.7441	\$ 12.2726	\$ 12.8249
6	YEARLY	\$ 22,928.48	\$ 23,960.26	\$ 25,038.47	\$ 26,165.20	\$ 27,342.64
	MONTHLY	\$ 1,910.71	\$ 1,996.69	\$ 2,086.54	\$ 2,180.43	\$ 2,278.55
	BI-WEEKLY	\$ 881.86	\$ 921.55	\$ 963.02	\$ 1,006.35	\$ 1,051.64
	HOURLY	\$ 11.0233	\$ 11.5194	\$ 12.0377	\$ 12.5794	\$ 13.1455
7	YEARLY	\$ 23,487.71	\$ 24,544.66	\$ 25,649.17	\$ 26,803.38	\$ 28,009.53
	MONTHLY	\$ 1,957.31	\$ 2,045.39	\$ 2,137.43	\$ 2,233.62	\$ 2,334.13
	BI-WEEKLY	\$ 903.37	\$ 944.03	\$ 986.51	\$ 1,030.90	\$ 1,077.29
	HOURLY	\$ 11.2922	\$ 11.8003	\$ 12.3313	\$ 12.8862	\$ 13.4661

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 24,074.90	\$ 25,158.27	\$ 26,290.40	\$ 27,473.46	\$ 28,709.77
	MONTHLY	\$ 2,006.24	\$ 2,096.52	\$ 2,190.87	\$ 2,289.46	\$ 2,392.48
	BI-WEEKLY	\$ 925.96	\$ 967.63	\$ 1,011.17	\$ 1,056.67	\$ 1,104.22
	HOURLY	\$ 11.5745	\$ 12.0953	\$ 12.6396	\$ 13.2084	\$ 13.8028
9	YEARLY	\$ 24,662.10	\$ 25,771.89	\$ 26,931.63	\$ 28,143.55	\$ 29,410.01
	MONTHLY	\$ 2,055.17	\$ 2,147.66	\$ 2,244.30	\$ 2,345.30	\$ 2,450.83
	BI-WEEKLY	\$ 948.54	\$ 991.23	\$ 1,035.83	\$ 1,082.44	\$ 1,131.15
	HOURLY	\$ 11.8568	\$ 12.3903	\$ 12.9479	\$ 13.5306	\$ 14.1394
10	YEARLY	\$ 25,278.65	\$ 26,416.19	\$ 27,604.92	\$ 28,847.14	\$ 30,145.26
	MONTHLY	\$ 2,106.55	\$ 2,201.35	\$ 2,300.41	\$ 2,403.93	\$ 2,512.10
	BI-WEEKLY	\$ 972.26	\$ 1,016.01	\$ 1,061.73	\$ 1,109.51	\$ 1,159.43
	HOURLY	\$ 12.1532	\$ 12.7001	\$ 13.2716	\$ 13.8688	\$ 14.4929
11	YEARLY	\$ 25,895.20	\$ 27,060.49	\$ 28,278.21	\$ 29,550.73	\$ 30,880.51
	MONTHLY	\$ 2,157.93	\$ 2,255.04	\$ 2,356.52	\$ 2,462.56	\$ 2,573.38
	BI-WEEKLY	\$ 995.97	\$ 1,040.79	\$ 1,087.62	\$ 1,136.57	\$ 1,187.71
	HOURLY	\$ 12.4496	\$ 13.0098	\$ 13.5953	\$ 14.2071	\$ 14.8464
12	YEARLY	\$ 26,542.58	\$ 27,737.00	\$ 28,985.16	\$ 30,289.49	\$ 31,652.52
	MONTHLY	\$ 2,211.88	\$ 2,311.42	\$ 2,415.43	\$ 2,524.12	\$ 2,637.71
	BI-WEEKLY	\$ 1,020.87	\$ 1,066.81	\$ 1,114.81	\$ 1,164.98	\$ 1,217.40
	HOURLY	\$ 12.7609	\$ 13.3351	\$ 13.9352	\$ 14.5623	\$ 15.2176
13	YEARLY	\$ 27,189.96	\$ 28,413.51	\$ 29,692.12	\$ 31,028.26	\$ 32,424.53
	MONTHLY	\$ 2,265.83	\$ 2,367.79	\$ 2,474.34	\$ 2,585.69	\$ 2,702.04
	BI-WEEKLY	\$ 1,045.77	\$ 1,092.83	\$ 1,142.00	\$ 1,193.39	\$ 1,247.10
	HOURLY	\$ 13.0721	\$ 13.6603	\$ 14.2751	\$ 14.9174	\$ 15.5887
14	YEARLY	\$ 27,869.71	\$ 29,123.85	\$ 30,434.42	\$ 31,803.97	\$ 33,235.15
	MONTHLY	\$ 2,322.48	\$ 2,426.99	\$ 2,536.20	\$ 2,650.33	\$ 2,769.60
	BI-WEEKLY	\$ 1,071.91	\$ 1,120.15	\$ 1,170.55	\$ 1,223.23	\$ 1,278.27
	HOURLY	\$ 13.3989	\$ 14.0018	\$ 14.6319	\$ 15.2904	\$ 15.9784
15	YEARLY	\$ 28,549.46	\$ 29,834.19	\$ 31,176.72	\$ 32,579.68	\$ 34,045.76
	MONTHLY	\$ 2,379.12	\$ 2,486.18	\$ 2,598.06	\$ 2,714.97	\$ 2,837.15
	BI-WEEKLY	\$ 1,098.06	\$ 1,147.47	\$ 1,199.10	\$ 1,253.06	\$ 1,309.45
	HOURLY	\$ 13.7257	\$ 14.3434	\$ 14.9888	\$ 15.6633	\$ 16.3682
16	YEARLY	\$ 29,263.20	\$ 30,580.04	\$ 31,956.14	\$ 33,394.17	\$ 34,896.91
	MONTHLY	\$ 2,438.60	\$ 2,548.34	\$ 2,663.01	\$ 2,782.85	\$ 2,908.08
	BI-WEEKLY	\$ 1,125.51	\$ 1,176.16	\$ 1,229.08	\$ 1,284.39	\$ 1,342.19
	HOURLY	\$ 14.0688	\$ 14.7019	\$ 15.3635	\$ 16.0549	\$ 16.7774

Police Officers

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 29,976.93	\$ 31,325.89	\$ 32,735.56	\$ 34,208.66	\$ 35,748.05
	MONTHLY	\$ 2,498.08	\$ 2,610.49	\$ 2,727.96	\$ 2,850.72	\$ 2,979.00
	BI-WEEKLY	\$ 1,152.96	\$ 1,204.84	\$ 1,259.06	\$ 1,315.72	\$ 1,374.92
	HOURLY	\$ 14.4120	\$ 15.0605	\$ 15.7382	\$ 16.4465	\$ 17.1866
18	YEARLY	\$ 30,726.36	\$ 32,109.04	\$ 33,553.95	\$ 35,063.88	\$ 36,641.75
	MONTHLY	\$ 2,560.53	\$ 2,675.75	\$ 2,796.16	\$ 2,921.99	\$ 3,053.48
	BI-WEEKLY	\$ 1,181.78	\$ 1,234.96	\$ 1,290.54	\$ 1,348.61	\$ 1,409.30
	HOURLY	\$ 14.7723	\$ 15.4370	\$ 16.1317	\$ 16.8576	\$ 17.6162
19	YEARLY	\$ 31,475.78	\$ 32,892.19	\$ 34,372.34	\$ 35,919.09	\$ 37,535.45
	MONTHLY	\$ 2,622.98	\$ 2,741.02	\$ 2,864.36	\$ 2,993.26	\$ 3,127.95
	BI-WEEKLY	\$ 1,210.61	\$ 1,265.08	\$ 1,322.01	\$ 1,381.50	\$ 1,443.67
	HOURLY	\$ 15.1326	\$ 15.8136	\$ 16.5252	\$ 17.2688	\$ 18.0459
20	YEARLY	\$ 32,262.67	\$ 33,714.49	\$ 35,231.65	\$ 36,817.07	\$ 38,473.84
	MONTHLY	\$ 2,688.56	\$ 2,809.54	\$ 2,935.97	\$ 3,068.09	\$ 3,206.15
	BI-WEEKLY	\$ 1,240.87	\$ 1,296.71	\$ 1,355.06	\$ 1,416.04	\$ 1,479.76
	HOURLY	\$ 15.5109	\$ 16.2089	\$ 16.9383	\$ 17.7005	\$ 18.4970
21	YEARLY	\$ 33,049.57	\$ 34,536.80	\$ 36,090.95	\$ 37,715.05	\$ 39,412.22
	MONTHLY	\$ 2,754.13	\$ 2,878.07	\$ 3,007.58	\$ 3,142.92	\$ 3,284.35
	BI-WEEKLY	\$ 1,271.14	\$ 1,328.34	\$ 1,388.11	\$ 1,450.58	\$ 1,515.85
	HOURLY	\$ 15.8892	\$ 16.6042	\$ 17.3514	\$ 18.1322	\$ 18.9482
22	YEARLY	\$ 33,875.81	\$ 35,400.22	\$ 36,993.23	\$ 38,657.92	\$ 40,397.53
	MONTHLY	\$ 2,822.98	\$ 2,950.02	\$ 3,082.77	\$ 3,221.49	\$ 3,366.46
	BI-WEEKLY	\$ 1,302.92	\$ 1,361.55	\$ 1,422.82	\$ 1,486.84	\$ 1,553.75
	HOURLY	\$ 16.2864	\$ 17.0193	\$ 17.7852	\$ 18.5855	\$ 19.4219
23	YEARLY	\$ 34,702.05	\$ 36,263.64	\$ 37,895.50	\$ 39,600.80	\$ 41,382.84
	MONTHLY	\$ 2,891.84	\$ 3,021.97	\$ 3,157.96	\$ 3,300.07	\$ 3,448.57
	BI-WEEKLY	\$ 1,334.69	\$ 1,394.76	\$ 1,457.52	\$ 1,523.11	\$ 1,591.65
	HOURLY	\$ 16.6837	\$ 17.4344	\$ 18.2190	\$ 19.0388	\$ 19.8956
24	YEARLY	\$ 35,569.60	\$ 37,170.23	\$ 38,842.89	\$ 40,590.82	\$ 42,417.41
	MONTHLY	\$ 2,964.13	\$ 3,097.52	\$ 3,236.91	\$ 3,382.57	\$ 3,534.78
	BI-WEEKLY	\$ 1,368.06	\$ 1,429.62	\$ 1,493.96	\$ 1,561.19	\$ 1,631.44
	HOURLY	\$ 17.1008	\$ 17.8703	\$ 18.6745	\$ 19.5148	\$ 20.3930
25	YEARLY	\$ 36,437.15	\$ 38,076.82	\$ 39,790.28	\$ 41,580.84	\$ 43,451.98
	MONTHLY	\$ 3,036.43	\$ 3,173.07	\$ 3,315.86	\$ 3,465.07	\$ 3,621.00
	BI-WEEKLY	\$ 1,401.43	\$ 1,464.49	\$ 1,530.40	\$ 1,599.26	\$ 1,671.23
	HOURLY	\$ 17.5179	\$ 18.3062	\$ 19.1299	\$ 19.9908	\$ 20.8904

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 37,348.08	\$ 39,028.74	\$ 40,785.03	\$ 42,620.36	\$ 44,538.28
	MONTHLY	\$ 3,112.34	\$ 3,252.40	\$ 3,398.75	\$ 3,551.70	\$ 3,711.52
	BI-WEEKLY	\$ 1,436.46	\$ 1,501.11	\$ 1,568.66	\$ 1,639.24	\$ 1,713.01
	HOURLY	\$ 17.9558	\$ 18.7638	\$ 19.6082	\$ 20.4906	\$ 21.4126
27	YEARLY	\$ 38,259.01	\$ 39,980.66	\$ 41,779.79	\$ 43,659.88	\$ 45,624.58
	MONTHLY	\$ 3,188.25	\$ 3,331.72	\$ 3,481.65	\$ 3,638.32	\$ 3,802.05
	BI-WEEKLY	\$ 1,471.50	\$ 1,537.72	\$ 1,606.92	\$ 1,679.23	\$ 1,754.79
	HOURLY	\$ 18.3938	\$ 19.2215	\$ 20.0864	\$ 20.9903	\$ 21.9349
28	YEARLY	\$ 39,215.48	\$ 40,980.18	\$ 42,824.29	\$ 44,751.38	\$ 46,765.19
	MONTHLY	\$ 3,267.96	\$ 3,415.01	\$ 3,568.69	\$ 3,729.28	\$ 3,897.10
	BI-WEEKLY	\$ 1,508.29	\$ 1,576.16	\$ 1,647.09	\$ 1,721.21	\$ 1,798.66
	HOURLY	\$ 18.8536	\$ 19.7020	\$ 20.5886	\$ 21.5151	\$ 22.4833
29	YEARLY	\$ 40,171.96	\$ 41,979.69	\$ 43,868.78	\$ 45,842.88	\$ 47,905.81
	MONTHLY	\$ 3,347.66	\$ 3,498.31	\$ 3,655.73	\$ 3,820.24	\$ 3,992.15
	BI-WEEKLY	\$ 1,545.08	\$ 1,614.60	\$ 1,687.26	\$ 1,763.19	\$ 1,842.53
	HOURLY	\$ 19.3134	\$ 20.1825	\$ 21.0908	\$ 22.0398	\$ 23.0316
30	YEARLY	\$ 41,176.26	\$ 43,029.19	\$ 44,965.50	\$ 46,988.95	\$ 49,103.45
	MONTHLY	\$ 3,431.35	\$ 3,585.77	\$ 3,747.13	\$ 3,915.75	\$ 4,091.95
	BI-WEEKLY	\$ 1,583.70	\$ 1,654.97	\$ 1,729.44	\$ 1,807.27	\$ 1,888.59
	HOURLY	\$ 19.7963	\$ 20.6871	\$ 21.6180	\$ 22.5908	\$ 23.6074
31	YEARLY	\$ 42,180.55	\$ 44,078.68	\$ 46,062.22	\$ 48,135.02	\$ 50,301.10
	MONTHLY	\$ 3,515.05	\$ 3,673.22	\$ 3,838.52	\$ 4,011.25	\$ 4,191.76
	BI-WEEKLY	\$ 1,622.33	\$ 1,695.33	\$ 1,771.62	\$ 1,851.35	\$ 1,934.66
	HOURLY	\$ 20.2791	\$ 21.1917	\$ 22.1453	\$ 23.1418	\$ 24.1832
32	YEARLY	\$ 43,235.07	\$ 45,180.65	\$ 47,213.78	\$ 49,338.40	\$ 51,558.62
	MONTHLY	\$ 3,602.92	\$ 3,765.05	\$ 3,934.48	\$ 4,111.53	\$ 4,296.55
	BI-WEEKLY	\$ 1,662.89	\$ 1,737.72	\$ 1,815.91	\$ 1,897.63	\$ 1,983.02
	HOURLY	\$ 20.7861	\$ 21.7215	\$ 22.6989	\$ 23.7204	\$ 24.7878
33	YEARLY	\$ 44,289.58	\$ 46,282.61	\$ 48,365.33	\$ 50,541.77	\$ 52,816.15
	MONTHLY	\$ 3,690.80	\$ 3,856.88	\$ 4,030.44	\$ 4,211.81	\$ 4,401.35
	BI-WEEKLY	\$ 1,703.45	\$ 1,780.10	\$ 1,860.21	\$ 1,943.91	\$ 2,031.39
	HOURLY	\$ 21.2931	\$ 22.2513	\$ 23.2526	\$ 24.2989	\$ 25.3924
34	YEARLY	\$ 45,396.82	\$ 47,439.68	\$ 49,574.46	\$ 51,805.32	\$ 54,136.55
	MONTHLY	\$ 3,783.07	\$ 3,953.31	\$ 4,131.21	\$ 4,317.11	\$ 4,511.38
	BI-WEEKLY	\$ 1,746.03	\$ 1,824.60	\$ 1,906.71	\$ 1,992.51	\$ 2,082.18
	HOURLY	\$ 21.8254	\$ 22.8075	\$ 23.8339	\$ 24.9064	\$ 26.0272

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
5	YEARLY	\$	46,504.06	\$	48,596.74	\$	50,783.60	\$	53,068.86	\$	55,456.96		
	MONTHLY	\$	3,875.34	\$	4,049.73	\$	4,231.97	\$	4,422.40	\$	4,621.41		
	BI-WEEKLY	\$	1,788.62	\$	1,869.11	\$	1,953.22	\$	2,041.11	\$	2,132.96		
	HOURLY	\$	22.3577	\$	23.3638	\$	24.4152	\$	25.5139	\$	26.6620		
36	YEARLY	\$	47,666.66	\$	49,811.66	\$	52,053.19	\$	54,395.58	\$	56,843.38	\$	59,401.33
	MONTHLY	\$	3,972.22	\$	4,150.97	\$	4,337.77	\$	4,532.97	\$	4,736.95	\$	4,950.11
	BI-WEEKLY	\$	1,833.33	\$	1,915.83	\$	2,002.05	\$	2,092.14	\$	2,186.28	\$	2,284.67
	HOURLY	\$	22.9167	\$	23.9479	\$	25.0256	\$	26.1517	\$	27.3285	\$	28.5583
37	YEARLY	\$	48,829.26	\$	51,026.58	\$	53,322.78	\$	55,722.30	\$	58,229.81	\$	60,850.15
	MONTHLY	\$	4,069.11	\$	4,252.22	\$	4,443.56	\$	4,643.53	\$	4,852.48	\$	5,070.85
	BI-WEEKLY	\$	1,878.05	\$	1,962.56	\$	2,050.88	\$	2,143.17	\$	2,239.61	\$	2,340.39
	HOURLY	\$	23.4756	\$	24.5320	\$	25.6360	\$	26.7896	\$	27.9951	\$	29.2549
38	YEARLY	\$	50,050.00	\$	52,302.25	\$	54,655.85	\$	57,115.36	\$	59,685.55	\$	62,371.40
	MONTHLY	\$	4,170.83	\$	4,358.52	\$	4,554.65	\$	4,759.61	\$	4,973.80	\$	5,197.62
	BI-WEEKLY	\$	1,925.00	\$	2,011.62	\$	2,102.15	\$	2,196.74	\$	2,295.60	\$	2,398.90
	HOURLY	\$	24.0625	\$	25.1453	\$	26.2768	\$	27.4593	\$	28.6950	\$	29.9863
39	YEARLY	\$	51,270.73	\$	53,577.91	\$	55,988.92	\$	58,508.42	\$	61,141.30	\$	63,892.65
	MONTHLY	\$	4,272.56	\$	4,464.83	\$	4,665.74	\$	4,875.70	\$	5,095.11	\$	5,324.39
	BI-WEEKLY	\$	1,971.95	\$	2,060.69	\$	2,153.42	\$	2,250.32	\$	2,351.59	\$	2,457.41
	HOURLY	\$	24.6494	\$	25.7586	\$	26.9177	\$	28.1290	\$	29.3949	\$	30.7176
40	YEARLY	\$	52,552.50	\$	54,917.36	\$	57,388.64	\$	59,971.13	\$	62,669.83	\$	65,489.97
	MONTHLY	\$	4,379.37	\$	4,576.45	\$	4,782.39	\$	4,997.59	\$	5,222.49	\$	5,457.50
	BI-WEEKLY	\$	2,021.25	\$	2,112.21	\$	2,207.26	\$	2,306.58	\$	2,410.38	\$	2,518.85
	HOURLY	\$	25.2656	\$	26.4026	\$	27.5907	\$	28.8323	\$	30.1297	\$	31.4856
41	YEARLY	\$	53,834.26	\$	56,256.81	\$	58,788.36	\$	61,433.84	\$	64,198.36	\$	67,087.29
	MONTHLY	\$	4,486.19	\$	4,688.07	\$	4,899.03	\$	5,119.49	\$	5,349.86	\$	5,590.61
	BI-WEEKLY	\$	2,070.55	\$	2,163.72	\$	2,261.09	\$	2,362.84	\$	2,469.17	\$	2,580.28
	HOURLY	\$	25.8819	\$	27.0465	\$	28.2636	\$	29.5355	\$	30.8646	\$	32.2535
42	YEARLY	\$	55,180.12	\$	57,663.23	\$	60,258.07	\$	62,969.68	\$	65,803.32	\$	68,764.47
	MONTHLY	\$	4,598.34	\$	4,805.27	\$	5,021.51	\$	5,247.47	\$	5,483.61	\$	5,730.37
	BI-WEEKLY	\$	2,122.31	\$	2,217.82	\$	2,317.62	\$	2,421.91	\$	2,530.90	\$	2,644.79
	HOURLY	\$	26.5289	\$	27.7227	\$	28.9702	\$	30.2739	\$	31.6362	\$	33.0598
43	YEARLY	\$	56,525.98	\$	59,069.65	\$	61,727.78	\$	64,505.53	\$	67,408.28	\$	70,441.65
	MONTHLY	\$	4,710.50	\$	4,922.47	\$	5,143.98	\$	5,375.46	\$	5,617.36	\$	5,870.14
	BI-WEEKLY	\$	2,174.08	\$	2,271.91	\$	2,374.15	\$	2,480.98	\$	2,592.63	\$	2,709.29
	HOURLY	\$	27.1760	\$	28.3989	\$	29.6768	\$	31.0123	\$	32.4078	\$	33.8662

Police Officers

Page 5

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
44	YEARLY	\$	57,939.13	\$	60,546.39	\$	63,270.98	\$	66,118.17	\$	69,093.49	\$	72,202.69
	MONTHLY	\$	4,828.26	\$	5,045.53	\$	5,272.58	\$	5,509.85	\$	5,757.79	\$	6,016.89
	BI-WEEKLY	\$	2,228.43	\$	2,328.71	\$	2,433.50	\$	2,543.01	\$	2,657.44	\$	2,777.03
	HOURLY	\$	27.8553	\$	29.1088	\$	30.4187	\$	31.7876	\$	33.2180	\$	34.7128
45	YEARLY	\$	59,352.28	\$	62,023.13	\$	64,814.17	\$	67,730.81	\$	70,778.69	\$	73,963.73
	MONTHLY	\$	4,946.02	\$	5,168.59	\$	5,401.18	\$	5,644.23	\$	5,898.22	\$	6,163.64
	BI-WEEKLY	\$	2,282.78	\$	2,385.50	\$	2,492.85	\$	2,605.03	\$	2,722.26	\$	2,844.76
	HOURLY	\$	28.5347	\$	29.8188	\$	31.1607	\$	32.5629	\$	34.0282	\$	35.5595
46	YEARLY	\$	60,836.08	\$	63,573.71	\$	66,434.52	\$	69,424.08	\$	72,548.16	\$	75,812.83
	MONTHLY	\$	5,069.67	\$	5,297.81	\$	5,536.21	\$	5,785.34	\$	6,045.68	\$	6,317.74
	BI-WEEKLY	\$	2,339.85	\$	2,445.14	\$	2,555.17	\$	2,670.16	\$	2,790.31	\$	2,915.88
	HOURLY	\$	29.2481	\$	30.5643	\$	31.9397	\$	33.3770	\$	34.8789	\$	36.4485
47	YEARLY	\$	62,319.89	\$	65,124.29	\$	68,054.88	\$	71,117.35	\$	74,317.63	\$	77,661.92
	MONTHLY	\$	5,193.32	\$	5,427.02	\$	5,671.24	\$	5,926.45	\$	6,193.14	\$	6,471.83
	BI-WEEKLY	\$	2,396.92	\$	2,504.78	\$	2,617.50	\$	2,735.28	\$	2,858.37	\$	2,987.00
	HOURLY	\$	29.9615	\$	31.3098	\$	32.7187	\$	34.1910	\$	35.7296	\$	37.3375
48	YEARLY	\$	63,877.89	\$	66,752.39	\$	69,756.25	\$	72,895.28	\$	76,175.57	\$	79,603.47
	MONTHLY	\$	5,323.16	\$	5,562.70	\$	5,813.02	\$	6,074.61	\$	6,347.96	\$	6,633.62
	BI-WEEKLY	\$	2,456.84	\$	2,567.40	\$	2,682.93	\$	2,803.66	\$	2,929.83	\$	3,061.67
	HOURLY	\$	30.7105	\$	32.0925	\$	33.5367	\$	35.0458	\$	36.6229	\$	38.2709
49	YEARLY	\$	65,435.88	\$	68,380.50	\$	71,457.62	\$	74,673.21	\$	78,033.51	\$	81,545.02
	MONTHLY	\$	5,452.99	\$	5,698.37	\$	5,954.80	\$	6,222.77	\$	6,502.79	\$	6,795.42
	BI-WEEKLY	\$	2,516.76	\$	2,630.02	\$	2,748.37	\$	2,872.05	\$	3,001.29	\$	3,136.35
	HOURLY	\$	31.4596	\$	32.8752	\$	34.3546	\$	35.9006	\$	37.5161	\$	39.2043
50	YEARLY	\$	67,071.78	\$	70,090.01	\$	73,244.06	\$	76,540.05	\$	79,984.35	\$	83,583.64
	MONTHLY	\$	5,589.32	\$	5,840.83	\$	6,103.67	\$	6,378.34	\$	6,665.36	\$	6,965.30
	BI-WEEKLY	\$	2,579.68	\$	2,695.77	\$	2,817.08	\$	2,943.85	\$	3,076.32	\$	3,214.76
	HOURLY	\$	32.2460	\$	33.6971	\$	35.2135	\$	36.7981	\$	38.4540	\$	40.1844
51	YEARLY	\$	68,707.68	\$	71,799.52	\$	75,030.50	\$	78,406.88	\$	81,935.19	\$	85,622.27
	MONTHLY	\$	5,725.64	\$	5,983.29	\$	6,252.54	\$	6,533.91	\$	6,827.93	\$	7,135.19
	BI-WEEKLY	\$	2,642.60	\$	2,761.52	\$	2,885.79	\$	3,015.65	\$	3,151.35	\$	3,293.16
	HOURLY	\$	33.0325	\$	34.5190	\$	36.0724	\$	37.6956	\$	39.3919	\$	41.1646
52	YEARLY	\$	70,425.37	\$	73,594.51	\$	76,906.27	\$	80,367.05	\$	83,983.56	\$	87,762.83
	MONTHLY	\$	5,868.78	\$	6,132.88	\$	6,408.86	\$	6,697.25	\$	6,998.63	\$	7,313.57
	BI-WEEKLY	\$	2,708.67	\$	2,830.56	\$	2,957.93	\$	3,091.04	\$	3,230.14	\$	3,375.49
	HOURLY	\$	33.8584	\$	35.3820	\$	36.9742	\$	38.6380	\$	40.3767	\$	42.1937

Police Officers

Page 6

RANGE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
53	YEARLY	\$	72,143.06	\$	75,389.50	\$	78,782.03	\$	82,327.22	\$	86,031.94
	MONTHLY	\$	6,011.92	\$	6,282.46	\$	6,565.17	\$	6,860.60	\$	7,169.33
	BI-WEEKLY	\$	2,774.73	\$	2,899.60	\$	3,030.08	\$	3,166.43	\$	3,308.92
	HOURLY	\$	34.6842	\$	36.2450	\$	37.8760	\$	39.5804	\$	41.3615
54	YEARLY	\$	73,946.64	\$	77,274.24	\$	80,751.58	\$	84,385.40	\$	88,182.74
	MONTHLY	\$	6,162.22	\$	6,439.52	\$	6,729.30	\$	7,032.12	\$	7,348.56
	BI-WEEKLY	\$	2,844.10	\$	2,972.09	\$	3,105.83	\$	3,245.59	\$	3,391.64
	HOURLY	\$	35.5513	\$	37.1511	\$	38.8229	\$	40.5699	\$	42.3955
55	YEARLY	\$	75,750.22	\$	79,158.98	\$	82,721.13	\$	86,443.58	\$	90,333.54
	MONTHLY	\$	6,312.52	\$	6,596.58	\$	6,893.43	\$	7,203.63	\$	7,527.80
	BI-WEEKLY	\$	2,913.47	\$	3,044.58	\$	3,181.58	\$	3,324.75	\$	3,474.37
	HOURLY	\$	36.4184	\$	38.0572	\$	39.7698	\$	41.5594	\$	43.4296
56	YEARLY	\$	77,643.97	\$	81,137.95	\$	84,789.16	\$	88,604.67	\$	92,591.88
	MONTHLY	\$	6,470.33	\$	6,761.50	\$	7,065.76	\$	7,383.72	\$	7,715.99
	BI-WEEKLY	\$	2,986.31	\$	3,120.69	\$	3,261.12	\$	3,407.87	\$	3,561.23
	HOURLY	\$	37.3288	\$	39.0086	\$	40.7640	\$	42.5984	\$	44.5153
57	YEARLY	\$	79,537.73	\$	83,116.92	\$	86,857.19	\$	90,765.76	\$	94,850.22
	MONTHLY	\$	6,628.14	\$	6,926.41	\$	7,238.10	\$	7,563.81	\$	7,904.18
	BI-WEEKLY	\$	3,059.14	\$	3,196.80	\$	3,340.66	\$	3,490.99	\$	3,648.09
	HOURLY	\$	38.2393	\$	39.9601	\$	41.7583	\$	43.6374	\$	45.6011
58	YEARLY	\$	81,526.17	\$	85,194.85	\$	89,028.62	\$	93,034.90	\$	97,221.47
	MONTHLY	\$	6,793.85	\$	7,099.57	\$	7,419.05	\$	7,752.91	\$	8,101.79
	BI-WEEKLY	\$	3,135.62	\$	3,276.72	\$	3,424.18	\$	3,578.27	\$	3,739.29
	HOURLY	\$	39.1953	\$	40.9591	\$	42.8022	\$	44.7283	\$	46.7411
59	YEARLY	\$	83,514.61	\$	87,272.77	\$	91,200.05	\$	95,304.05	\$	99,592.73
	MONTHLY	\$	6,959.55	\$	7,272.73	\$	7,600.00	\$	7,942.00	\$	8,299.39
	BI-WEEKLY	\$	3,212.10	\$	3,356.65	\$	3,507.69	\$	3,665.54	\$	3,830.49
	HOURLY	\$	40.1513	\$	41.9581	\$	43.8462	\$	45.8193	\$	47.8811
60	YEARLY	\$	85,602.48	\$	89,454.59	\$	93,480.05	\$	97,686.65	\$	102,082.55
	MONTHLY	\$	7,133.54	\$	7,454.55	\$	7,790.00	\$	8,140.55	\$	8,506.88
	BI-WEEKLY	\$	3,292.40	\$	3,440.56	\$	3,595.39	\$	3,757.18	\$	3,926.25
	HOURLY	\$	41.1550	\$	43.0070	\$	44.9423	\$	46.9647	\$	49.0781
61	YEARLY	\$	87,690.34	\$	91,636.41	\$	95,760.05	\$	100,069.25	\$	104,572.37
	MONTHLY	\$	7,307.53	\$	7,636.37	\$	7,980.00	\$	8,339.10	\$	8,714.36
	BI-WEEKLY	\$	3,372.71	\$	3,524.48	\$	3,683.08	\$	3,848.82	\$	4,022.01
	HOURLY	\$	42.1588	\$	44.0560	\$	46.0385	\$	48.1102	\$	50.2752

Police Officers

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 89,882.60	\$ 93,927.32	\$ 98,154.05	\$ 102,570.98	\$ 107,186.68
	MONTHLY	\$ 7,490.22	\$ 7,827.28	\$ 8,179.50	\$ 8,547.58	\$ 8,932.22
	BI-WEEKLY	\$ 3,457.02	\$ 3,612.59	\$ 3,775.16	\$ 3,945.04	\$ 4,122.56
	HOURLY	\$ 43.2128	\$ 45.1574	\$ 47.1894	\$ 49.3130	\$ 51.5321
63	YEARLY	\$ 92,074.86	\$ 96,218.23	\$ 100,548.05	\$ 105,072.71	\$ 109,800.98
	MONTHLY	\$ 7,672.91	\$ 8,018.19	\$ 8,379.00	\$ 8,756.06	\$ 9,150.08
	BI-WEEKLY	\$ 3,541.34	\$ 3,700.70	\$ 3,867.23	\$ 4,041.26	\$ 4,223.11
	HOURLY	\$ 44.2668	\$ 46.2588	\$ 48.3404	\$ 50.5157	\$ 52.7889
64	YEARLY	\$ 94,376.73	\$ 98,623.69	\$ 103,061.75	\$ 107,699.53	\$ 112,546.01
	MONTHLY	\$ 7,864.73	\$ 8,218.64	\$ 8,588.48	\$ 8,974.96	\$ 9,378.83
	BI-WEEKLY	\$ 3,629.87	\$ 3,793.22	\$ 3,963.91	\$ 4,142.29	\$ 4,328.69
	HOURLY	\$ 45.3734	\$ 47.4152	\$ 49.5489	\$ 51.7786	\$ 54.1087
65	YEARLY	\$ 96,678.60	\$ 101,029.14	\$ 105,575.45	\$ 110,326.35	\$ 115,291.03
	MONTHLY	\$ 8,056.55	\$ 8,419.10	\$ 8,797.95	\$ 9,193.86	\$ 9,607.59
	BI-WEEKLY	\$ 3,718.41	\$ 3,885.74	\$ 4,060.59	\$ 4,243.32	\$ 4,434.27
	HOURLY	\$ 46.4801	\$ 48.5717	\$ 50.7574	\$ 53.0415	\$ 55.4284
66	YEARLY	\$ 99,095.57	\$ 103,554.87	\$ 108,214.84	\$ 113,084.51	\$ 118,173.31
	MONTHLY	\$ 8,257.96	\$ 8,629.57	\$ 9,017.90	\$ 9,423.71	\$ 9,847.78
	BI-WEEKLY	\$ 3,811.37	\$ 3,982.88	\$ 4,162.11	\$ 4,349.40	\$ 4,545.13
	HOURLY	\$ 47.6421	\$ 49.7860	\$ 52.0264	\$ 54.3676	\$ 56.8141
67	YEARLY	\$ 101,512.53	\$ 106,080.60	\$ 110,854.23	\$ 115,842.67	\$ 121,055.59
	MONTHLY	\$ 8,459.38	\$ 8,840.05	\$ 9,237.85	\$ 9,653.56	\$ 10,087.97
	BI-WEEKLY	\$ 3,904.33	\$ 4,080.02	\$ 4,263.62	\$ 4,455.49	\$ 4,655.98
	HOURLY	\$ 48.8041	\$ 51.0003	\$ 53.2953	\$ 55.6936	\$ 58.1998
68	YEARLY	\$ 104,050.35	\$ 108,732.61	\$ 113,625.58	\$ 118,738.73	\$ 124,081.97
	MONTHLY	\$ 8,670.86	\$ 9,061.05	\$ 9,468.80	\$ 9,894.89	\$ 10,340.16
	BI-WEEKLY	\$ 4,001.94	\$ 4,182.02	\$ 4,370.21	\$ 4,566.87	\$ 4,772.38
	HOURLY	\$ 50.0242	\$ 52.2753	\$ 54.6277	\$ 57.0859	\$ 59.6548
69	YEARLY	\$ 106,588.16	\$ 111,384.63	\$ 116,396.94	\$ 121,634.80	\$ 127,108.36
	MONTHLY	\$ 8,882.35	\$ 9,282.05	\$ 9,699.74	\$ 10,136.23	\$ 10,592.36
	BI-WEEKLY	\$ 4,099.54	\$ 4,284.02	\$ 4,476.81	\$ 4,678.26	\$ 4,888.78
	HOURLY	\$ 51.2443	\$ 53.5503	\$ 55.9601	\$ 58.4783	\$ 61.1098
70	YEARLY	\$ 109,252.86	\$ 114,169.24	\$ 119,306.86	\$ 124,675.67	\$ 130,286.07
	MONTHLY	\$ 9,104.41	\$ 9,514.10	\$ 9,942.24	\$ 10,389.64	\$ 10,857.17
	BI-WEEKLY	\$ 4,202.03	\$ 4,391.12	\$ 4,588.73	\$ 4,795.22	\$ 5,011.00
	HOURLY	\$ 52.5254	\$ 54.8891	\$ 57.3591	\$ 59.9402	\$ 62.6375

Police Officers

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 111,917.57	\$ 116,953.86	\$ 122,216.78	\$ 127,716.54	\$ 133,463.78
	MONTHLY	\$ 9,326.46	\$ 9,746.15	\$ 10,184.73	\$ 10,643.04	\$ 11,121.98
	BI-WEEKLY	\$ 4,304.52	\$ 4,498.23	\$ 4,700.65	\$ 4,912.17	\$ 5,133.22
	HOURLY	\$ 53.8065	\$ 56.2278	\$ 58.7581	\$ 61.4022	\$ 64.1653
72	YEARLY	\$ 114,715.51	\$ 119,877.71	\$ 125,272.20	\$ 130,909.45	\$ 136,800.38
	MONTHLY	\$ 9,559.63	\$ 9,989.81	\$ 10,439.35	\$ 10,909.12	\$ 11,400.03
	BI-WEEKLY	\$ 4,412.13	\$ 4,610.68	\$ 4,818.16	\$ 5,034.98	\$ 5,261.55
	HOURLY	\$ 55.1517	\$ 57.6335	\$ 60.2270	\$ 62.9372	\$ 65.7694
73	YEARLY	\$ 117,513.45	\$ 122,801.55	\$ 128,327.62	\$ 134,102.37	\$ 140,136.97
	MONTHLY	\$ 9,792.79	\$ 10,233.46	\$ 10,693.97	\$ 11,175.20	\$ 11,678.08
	BI-WEEKLY	\$ 4,519.75	\$ 4,723.14	\$ 4,935.68	\$ 5,157.78	\$ 5,389.88
	HOURLY	\$ 56.4968	\$ 59.0392	\$ 61.6960	\$ 64.4723	\$ 67.3735
74	YEARLY	\$ 120,451.28	\$ 125,871.59	\$ 131,535.81	\$ 137,454.92	\$ 143,640.40
	MONTHLY	\$ 10,037.61	\$ 10,489.30	\$ 10,961.32	\$ 11,454.58	\$ 11,970.03
	BI-WEEKLY	\$ 4,632.74	\$ 4,841.22	\$ 5,059.07	\$ 5,286.73	\$ 5,524.63
	HOURLY	\$ 57.9093	\$ 60.5152	\$ 63.2384	\$ 66.0841	\$ 69.0579
75	YEARLY	\$ 123,389.12	\$ 128,941.63	\$ 134,744.00	\$ 140,807.48	\$ 147,143.82
	MONTHLY	\$ 10,282.43	\$ 10,745.14	\$ 11,228.67	\$ 11,733.96	\$ 12,261.99
	BI-WEEKLY	\$ 4,745.74	\$ 4,959.29	\$ 5,182.46	\$ 5,415.67	\$ 5,659.38
	HOURLY	\$ 59.3217	\$ 61.9912	\$ 64.7808	\$ 67.6959	\$ 70.7422
76	YEARLY	\$ 126,473.85	\$ 132,165.17	\$ 138,112.60	\$ 144,327.67	\$ 150,822.42
	MONTHLY	\$ 10,539.49	\$ 11,013.76	\$ 11,509.38	\$ 12,027.31	\$ 12,568.53
	BI-WEEKLY	\$ 4,864.38	\$ 5,083.28	\$ 5,312.02	\$ 5,551.06	\$ 5,800.86
	HOURLY	\$ 60.8047	\$ 63.5409	\$ 66.4003	\$ 69.3883	\$ 72.5108
77	YEARLY	\$ 129,558.58	\$ 135,388.71	\$ 141,481.20	\$ 147,847.86	\$ 154,501.01
	MONTHLY	\$ 10,796.55	\$ 11,282.39	\$ 11,790.10	\$ 12,320.65	\$ 12,875.08
	BI-WEEKLY	\$ 4,983.02	\$ 5,207.26	\$ 5,441.58	\$ 5,686.46	\$ 5,942.35
	HOURLY	\$ 62.2878	\$ 65.0907	\$ 68.0198	\$ 71.0807	\$ 74.2793

Police Officers

Page 9

CITY OF SOLEDAD

**ANNUAL PAY AND CLASSIFICATION PLAN
FOR CLASSIFIED EMPLOYEES
FY 2007 - 08
EFFECTIVE DEC. 29, 2007**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 15,896.40	\$ 16,611.74	\$ 17,359.27	\$ 18,140.43	\$ 18,956.75
	MONTHLY	\$ 1,324.70	\$ 1,384.31	\$ 1,446.61	\$ 1,511.70	\$ 1,579.73
	BI-WEEKLY	\$ 611.40	\$ 638.91	\$ 667.66	\$ 697.71	\$ 729.11
	HOURLY	\$ 7.6425	\$ 7.9864	\$ 8.3458	\$ 8.7214	\$ 9.1138
2	YEARLY	\$ 16,293.81	\$ 17,027.03	\$ 17,793.25	\$ 18,593.94	\$ 19,430.67
	MONTHLY	\$ 1,357.82	\$ 1,418.92	\$ 1,482.77	\$ 1,549.50	\$ 1,619.22
	BI-WEEKLY	\$ 626.69	\$ 654.89	\$ 684.36	\$ 715.15	\$ 747.33
	HOURLY	\$ 7.8336	\$ 8.1861	\$ 8.5544	\$ 8.9394	\$ 9.3417
3	YEARLY	\$ 16,691.22	\$ 17,442.32	\$ 18,227.23	\$ 19,047.45	\$ 19,904.59
	MONTHLY	\$ 1,390.94	\$ 1,453.53	\$ 1,518.94	\$ 1,587.29	\$ 1,658.72
	BI-WEEKLY	\$ 641.97	\$ 670.86	\$ 701.05	\$ 732.59	\$ 765.56
	HOURLY	\$ 8.0246	\$ 8.3857	\$ 8.7631	\$ 9.1574	\$ 9.5695
4	YEARLY	\$ 17,108.50	\$ 17,878.38	\$ 18,682.91	\$ 19,523.64	\$ 20,402.21
	MONTHLY	\$ 1,425.71	\$ 1,489.87	\$ 1,556.91	\$ 1,626.97	\$ 1,700.18
	BI-WEEKLY	\$ 658.02	\$ 687.63	\$ 718.57	\$ 750.91	\$ 784.70
	HOURLY	\$ 8.2252	\$ 8.5954	\$ 8.9822	\$ 9.3864	\$ 9.8088
5	YEARLY	\$ 17,525.78	\$ 18,314.44	\$ 19,138.59	\$ 19,999.83	\$ 20,899.82
	MONTHLY	\$ 1,460.48	\$ 1,526.20	\$ 1,594.88	\$ 1,666.65	\$ 1,741.65
	BI-WEEKLY	\$ 674.07	\$ 704.40	\$ 736.10	\$ 769.22	\$ 803.84
	HOURLY	\$ 8.4259	\$ 8.8050	\$ 9.2012	\$ 9.6153	\$ 10.0480
6	YEARLY	\$ 17,963.93	\$ 18,772.30	\$ 19,617.06	\$ 20,499.82	\$ 21,422.32
	MONTHLY	\$ 1,496.99	\$ 1,564.36	\$ 1,634.75	\$ 1,708.32	\$ 1,785.19
	BI-WEEKLY	\$ 690.92	\$ 722.01	\$ 754.50	\$ 788.45	\$ 823.94
	HOURLY	\$ 8.6365	\$ 9.0251	\$ 9.4313	\$ 9.8557	\$ 10.2992
7	YEARLY	\$ 18,402.07	\$ 19,230.16	\$ 20,095.52	\$ 20,999.82	\$ 21,944.81
	MONTHLY	\$ 1,533.51	\$ 1,602.51	\$ 1,674.63	\$ 1,749.98	\$ 1,828.73
	BI-WEEKLY	\$ 707.77	\$ 739.62	\$ 772.90	\$ 807.69	\$ 844.03
	HOURLY	\$ 8.8471	\$ 9.2453	\$ 9.6613	\$ 10.0961	\$ 10.5504

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 18,862.12	\$ 19,710.92	\$ 20,597.91	\$ 21,524.81	\$ 22,493.43
	MONTHLY	\$ 1,571.84	\$ 1,642.58	\$ 1,716.49	\$ 1,793.73	\$ 1,874.45
	BI-WEEKLY	\$ 725.47	\$ 758.11	\$ 792.23	\$ 827.88	\$ 865.13
	HOURLY	\$ 9.0683	\$ 9.4764	\$ 9.9028	\$ 10.3485	\$ 10.8141
9	YEARLY	\$ 19,322.17	\$ 20,191.67	\$ 21,100.30	\$ 22,049.81	\$ 23,042.05
	MONTHLY	\$ 1,610.18	\$ 1,682.64	\$ 1,758.36	\$ 1,837.48	\$ 1,920.17
	BI-WEEKLY	\$ 743.16	\$ 776.60	\$ 811.55	\$ 848.07	\$ 886.23
	HOURLY	\$ 9.2895	\$ 9.7075	\$ 10.1444	\$ 10.6009	\$ 11.0779
10	YEARLY	\$ 19,805.23	\$ 20,696.46	\$ 21,627.80	\$ 22,601.06	\$ 23,618.10
	MONTHLY	\$ 1,650.44	\$ 1,724.71	\$ 1,802.32	\$ 1,883.42	\$ 1,968.18
	BI-WEEKLY	\$ 761.74	\$ 796.02	\$ 831.84	\$ 869.27	\$ 908.39
	HOURLY	\$ 9.52	\$ 9.95	\$ 10.40	\$ 10.87	\$ 11.35
11	YEARLY	\$ 20,288.28	\$ 21,201.25	\$ 22,155.31	\$ 23,152.30	\$ 24,194.15
	MONTHLY	\$ 1,690.69	\$ 1,766.77	\$ 1,846.28	\$ 1,929.36	\$ 2,016.18
	BI-WEEKLY	\$ 780.32	\$ 815.43	\$ 852.13	\$ 890.47	\$ 930.54
	HOURLY	\$ 9.7540	\$ 10.1929	\$ 10.6516	\$ 11.1309	\$ 11.6318
12	YEARLY	\$ 20,795.49	\$ 21,731.29	\$ 22,709.19	\$ 23,731.11	\$ 24,799.01
	MONTHLY	\$ 1,732.96	\$ 1,810.94	\$ 1,892.43	\$ 1,977.59	\$ 2,066.58
	BI-WEEKLY	\$ 799.83	\$ 835.82	\$ 873.43	\$ 912.73	\$ 953.81
	HOURLY	\$ 9.9978	\$ 10.4477	\$ 10.9179	\$ 11.4092	\$ 11.9226
13	YEARLY	\$ 21,302.70	\$ 22,261.32	\$ 23,263.08	\$ 24,309.92	\$ 25,403.86
	MONTHLY	\$ 1,775.22	\$ 1,855.11	\$ 1,938.59	\$ 2,025.83	\$ 2,116.99
	BI-WEEKLY	\$ 819.33	\$ 856.20	\$ 894.73	\$ 935.00	\$ 977.07
	HOURLY	\$ 10.2417	\$ 10.7026	\$ 11.1842	\$ 11.6875	\$ 12.2134
14	YEARLY	\$ 21,835.26	\$ 22,817.85	\$ 23,844.65	\$ 24,917.66	\$ 26,038.96
	MONTHLY	\$ 1,819.61	\$ 1,901.49	\$ 1,987.05	\$ 2,076.47	\$ 2,169.91
	BI-WEEKLY	\$ 839.82	\$ 877.61	\$ 917.10	\$ 958.37	\$ 1,001.50
	HOURLY	\$ 10.4977	\$ 10.9701	\$ 11.4638	\$ 11.9796	\$ 12.5187
15	YEARLY	\$ 22,367.83	\$ 23,374.38	\$ 24,426.23	\$ 25,525.41	\$ 26,674.05
	MONTHLY	\$ 1,863.99	\$ 1,947.87	\$ 2,035.52	\$ 2,127.12	\$ 2,222.84
	BI-WEEKLY	\$ 860.30	\$ 899.01	\$ 939.47	\$ 981.75	\$ 1,025.93
	HOURLY	\$ 10.7538	\$ 11.2377	\$ 11.7434	\$ 12.2718	\$ 12.8241
16	YEARLY	\$ 22,927.03	\$ 23,958.74	\$ 25,036.89	\$ 26,163.55	\$ 27,340.91
	MONTHLY	\$ 1,910.59	\$ 1,996.56	\$ 2,086.41	\$ 2,180.30	\$ 2,278.41
	BI-WEEKLY	\$ 881.81	\$ 921.49	\$ 962.96	\$ 1,006.29	\$ 1,051.57
	HOURLY	\$ 11.0226	\$ 11.5186	\$ 12.0370	\$ 12.5786	\$ 13.1447

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 23,486.22	\$ 24,543.10	\$ 25,647.54	\$ 26,801.68	\$ 28,007.76
	MONTHLY	\$ 1,957.19	\$ 2,045.26	\$ 2,137.30	\$ 2,233.47	\$ 2,333.98
	BI-WEEKLY	\$ 903.32	\$ 943.97	\$ 986.44	\$ 1,030.83	\$ 1,077.22
	HOURLY	\$ 11.2915	\$ 11.7996	\$ 12.3305	\$ 12.8854	\$ 13.4653
18	YEARLY	\$ 24,073.38	\$ 25,156.68	\$ 26,288.73	\$ 27,471.72	\$ 28,707.95
	MONTHLY	\$ 2,006.11	\$ 2,096.39	\$ 2,190.73	\$ 2,289.31	\$ 2,392.33
	BI-WEEKLY	\$ 925.90	\$ 967.56	\$ 1,011.11	\$ 1,056.60	\$ 1,104.15
	HOURLY	\$ 11.5737	\$ 12.0946	\$ 12.6388	\$ 13.2076	\$ 13.8019
19	YEARLY	\$ 24,660.53	\$ 25,770.26	\$ 26,929.92	\$ 28,141.77	\$ 29,408.15
	MONTHLY	\$ 2,055.04	\$ 2,147.52	\$ 2,244.16	\$ 2,345.15	\$ 2,450.68
	BI-WEEKLY	\$ 948.48	\$ 991.16	\$ 1,035.77	\$ 1,082.38	\$ 1,131.08
	HOURLY	\$ 11.8560	\$ 12.3895	\$ 12.9471	\$ 13.5297	\$ 14.1385
20	YEARLY	\$ 25,277.05	\$ 26,414.51	\$ 27,603.17	\$ 28,845.31	\$ 30,143.35
	MONTHLY	\$ 2,106.42	\$ 2,201.21	\$ 2,300.26	\$ 2,403.78	\$ 2,511.95
	BI-WEEKLY	\$ 972.19	\$ 1,015.94	\$ 1,061.66	\$ 1,109.44	\$ 1,159.36
	HOURLY	\$ 12.1524	\$ 12.6993	\$ 13.2708	\$ 13.8679	\$ 14.4920
21	YEARLY	\$ 25,893.56	\$ 27,058.77	\$ 28,276.42	\$ 29,548.85	\$ 30,878.55
	MONTHLY	\$ 2,157.80	\$ 2,254.90	\$ 2,356.37	\$ 2,462.40	\$ 2,573.21
	BI-WEEKLY	\$ 995.91	\$ 1,040.72	\$ 1,087.55	\$ 1,136.49	\$ 1,187.64
	HOURLY	\$ 12.4488	\$ 13.0090	\$ 13.5944	\$ 14.2062	\$ 14.8455
22	YEARLY	\$ 26,540.90	\$ 27,735.24	\$ 28,983.33	\$ 30,287.58	\$ 31,650.52
	MONTHLY	\$ 2,211.74	\$ 2,311.27	\$ 2,415.28	\$ 2,523.96	\$ 2,637.54
	BI-WEEKLY	\$ 1,020.80	\$ 1,066.74	\$ 1,114.74	\$ 1,164.91	\$ 1,217.33
	HOURLY	\$ 12.7600	\$ 13.3343	\$ 13.9343	\$ 14.5613	\$ 15.2166
23	YEARLY	\$ 27,188.24	\$ 28,411.71	\$ 29,690.24	\$ 31,026.30	\$ 32,422.48
	MONTHLY	\$ 2,265.69	\$ 2,367.64	\$ 2,474.19	\$ 2,585.52	\$ 2,701.87
	BI-WEEKLY	\$ 1,045.70	\$ 1,092.76	\$ 1,141.93	\$ 1,193.32	\$ 1,247.02
	HOURLY	\$ 13.0713	\$ 13.6595	\$ 14.2742	\$ 14.9165	\$ 15.5877
24	YEARLY	\$ 27,867.94	\$ 29,122.00	\$ 30,432.49	\$ 31,801.95	\$ 33,233.04
	MONTHLY	\$ 2,322.33	\$ 2,426.83	\$ 2,536.04	\$ 2,650.16	\$ 2,769.42
	BI-WEEKLY	\$ 1,071.84	\$ 1,120.08	\$ 1,170.48	\$ 1,223.15	\$ 1,278.19
	HOURLY	\$ 13.3981	\$ 14.0010	\$ 14.6310	\$ 15.2894	\$ 15.9774
25	YEARLY	\$ 28,547.65	\$ 29,832.29	\$ 31,174.75	\$ 32,577.61	\$ 34,043.60
	MONTHLY	\$ 2,378.97	\$ 2,486.02	\$ 2,597.90	\$ 2,714.80	\$ 2,836.97
	BI-WEEKLY	\$ 1,097.99	\$ 1,147.40	\$ 1,199.03	\$ 1,252.99	\$ 1,309.37
	HOURLY	\$ 13.7248	\$ 14.3424	\$ 14.9879	\$ 15.6623	\$ 16.3671

Classified

Page 3

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 29,261.34	\$ 30,578.10	\$ 31,954.12	\$ 33,392.05	\$ 34,894.69
	MONTHLY	\$ 2,438.45	\$ 2,548.18	\$ 2,662.84	\$ 2,782.67	\$ 2,907.89
	BI-WEEKLY	\$ 1,125.44	\$ 1,176.08	\$ 1,229.00	\$ 1,284.31	\$ 1,342.10
	HOURLY	\$ 14.0680	\$ 14.7010	\$ 15.3626	\$ 16.0539	\$ 16.7763
27	YEARLY	\$ 29,975.03	\$ 31,323.91	\$ 32,733.49	\$ 34,206.49	\$ 35,745.78
	MONTHLY	\$ 2,497.92	\$ 2,610.33	\$ 2,727.79	\$ 2,850.54	\$ 2,978.82
	BI-WEEKLY	\$ 1,152.89	\$ 1,204.77	\$ 1,258.98	\$ 1,315.63	\$ 1,374.84
	HOURLY	\$ 14.4111	\$ 15.0596	\$ 15.7373	\$ 16.4454	\$ 17.1855
28	YEARLY	\$ 30,724.41	\$ 32,107.01	\$ 33,551.82	\$ 35,061.65	\$ 36,639.43
	MONTHLY	\$ 2,560.37	\$ 2,675.58	\$ 2,795.99	\$ 2,921.80	\$ 3,053.29
	BI-WEEKLY	\$ 1,181.71	\$ 1,234.88	\$ 1,290.45	\$ 1,348.53	\$ 1,409.21
	HOURLY	\$ 14.7714	\$ 15.4361	\$ 16.1307	\$ 16.8566	\$ 17.6151
29	YEARLY	\$ 31,473.78	\$ 32,890.10	\$ 34,370.16	\$ 35,916.82	\$ 37,533.07
	MONTHLY	\$ 2,622.82	\$ 2,740.84	\$ 2,864.18	\$ 2,993.07	\$ 3,127.76
	BI-WEEKLY	\$ 1,210.53	\$ 1,265.00	\$ 1,321.93	\$ 1,381.42	\$ 1,443.58
	HOURLY	\$ 15.1316	\$ 15.8126	\$ 16.5241	\$ 17.2677	\$ 18.0447
30	YEARLY	\$ 32,260.63	\$ 33,712.36	\$ 35,229.41	\$ 36,814.74	\$ 38,471.40
	MONTHLY	\$ 2,688.39	\$ 2,809.36	\$ 2,935.78	\$ 3,067.89	\$ 3,205.95
	BI-WEEKLY	\$ 1,240.79	\$ 1,296.63	\$ 1,354.98	\$ 1,415.95	\$ 1,479.67
	HOURLY	\$ 15.5099	\$ 16.2079	\$ 16.9372	\$ 17.6994	\$ 18.4959
31	YEARLY	\$ 33,047.47	\$ 34,534.61	\$ 36,088.67	\$ 37,712.66	\$ 39,409.73
	MONTHLY	\$ 2,753.96	\$ 2,877.88	\$ 3,007.39	\$ 3,142.72	\$ 3,284.14
	BI-WEEKLY	\$ 1,271.06	\$ 1,328.25	\$ 1,388.03	\$ 1,450.49	\$ 1,515.76
	HOURLY	\$ 15.8882	\$ 16.6032	\$ 17.3503	\$ 18.1311	\$ 18.9470
32	YEARLY	\$ 33,873.66	\$ 35,397.98	\$ 36,990.88	\$ 38,655.47	\$ 40,394.97
	MONTHLY	\$ 2,822.81	\$ 2,949.83	\$ 3,082.57	\$ 3,221.29	\$ 3,366.25
	BI-WEEKLY	\$ 1,302.83	\$ 1,361.46	\$ 1,422.73	\$ 1,486.75	\$ 1,553.65
	HOURLY	\$ 16.2854	\$ 17.0183	\$ 17.7841	\$ 18.5844	\$ 19.4207
33	YEARLY	\$ 34,699.85	\$ 36,261.34	\$ 37,893.10	\$ 39,598.29	\$ 41,380.21
	MONTHLY	\$ 2,891.65	\$ 3,021.78	\$ 3,157.76	\$ 3,299.86	\$ 3,448.35
	BI-WEEKLY	\$ 1,334.61	\$ 1,394.67	\$ 1,457.43	\$ 1,523.01	\$ 1,591.55
	HOURLY	\$ 16.6826	\$ 17.4333	\$ 18.2178	\$ 19.0376	\$ 19.8943
34	YEARLY	\$ 35,567.34	\$ 37,167.87	\$ 38,840.43	\$ 40,588.25	\$ 42,414.72
	MONTHLY	\$ 2,963.95	\$ 3,097.32	\$ 3,236.70	\$ 3,382.35	\$ 3,534.56
	BI-WEEKLY	\$ 1,367.97	\$ 1,429.53	\$ 1,493.86	\$ 1,561.09	\$ 1,631.34
	HOURLY	\$ 17.0997	\$ 17.8692	\$ 18.6733	\$ 19.5136	\$ 20.3917

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
35	YEARLY	\$ 36,434.84	\$ 38,074.41	\$ 39,787.76	\$ 41,578.21	\$ 43,449.22
	MONTHLY	\$ 3,036.24	\$ 3,172.87	\$ 3,315.65	\$ 3,464.85	\$ 3,620.77
	BI-WEEKLY	\$ 1,401.34	\$ 1,464.40	\$ 1,530.30	\$ 1,599.16	\$ 1,671.12
	HOURLY	\$ 17.5167	\$ 18.3050	\$ 19.1287	\$ 19.9895	\$ 20.8891
36	YEARLY	\$ 37,345.71	\$ 39,026.27	\$ 40,782.45	\$ 42,617.66	\$ 44,535.46
	MONTHLY	\$ 3,112.14	\$ 3,252.19	\$ 3,398.54	\$ 3,551.47	\$ 3,711.29
	BI-WEEKLY	\$ 1,436.37	\$ 1,501.01	\$ 1,568.56	\$ 1,639.14	\$ 1,712.90
	HOURLY	\$ 17.9547	\$ 18.7626	\$ 19.6069	\$ 20.4893	\$ 21.4113
37	YEARLY	\$ 38,256.58	\$ 39,978.13	\$ 41,777.14	\$ 43,657.12	\$ 45,621.69
	MONTHLY	\$ 3,188.05	\$ 3,331.51	\$ 3,481.43	\$ 3,638.09	\$ 3,801.81
	BI-WEEKLY	\$ 1,471.41	\$ 1,537.62	\$ 1,606.81	\$ 1,679.12	\$ 1,754.68
	HOURLY	\$ 18.3926	\$ 19.2203	\$ 20.0852	\$ 20.9890	\$ 21.9335
38	YEARLY	\$ 39,213.00	\$ 40,977.58	\$ 42,821.57	\$ 44,748.54	\$ 46,762.23
	MONTHLY	\$ 3,267.75	\$ 3,414.80	\$ 3,568.46	\$ 3,729.05	\$ 3,896.85
	BI-WEEKLY	\$ 1,508.19	\$ 1,576.06	\$ 1,646.98	\$ 1,721.10	\$ 1,798.55
	HOURLY	\$ 18.8524	\$ 19.7008	\$ 20.5873	\$ 21.5137	\$ 22.4818
39	YEARLY	\$ 40,169.41	\$ 41,977.03	\$ 43,866.00	\$ 45,839.97	\$ 47,902.77
	MONTHLY	\$ 3,347.45	\$ 3,498.09	\$ 3,655.50	\$ 3,820.00	\$ 3,991.90
	BI-WEEKLY	\$ 1,544.98	\$ 1,614.50	\$ 1,687.15	\$ 1,763.08	\$ 1,842.41
	HOURLY	\$ 19.3122	\$ 20.1813	\$ 21.0894	\$ 22.0384	\$ 23.0302
40	YEARLY	\$ 41,173.65	\$ 43,026.46	\$ 44,962.65	\$ 46,985.97	\$ 49,100.34
	MONTHLY	\$ 3,431.14	\$ 3,585.54	\$ 3,746.89	\$ 3,915.50	\$ 4,091.69
	BI-WEEKLY	\$ 1,583.60	\$ 1,654.86	\$ 1,729.33	\$ 1,807.15	\$ 1,888.47
	HOURLY	\$ 19.7950	\$ 20.6858	\$ 21.6167	\$ 22.5894	\$ 23.6059
41	YEARLY	\$ 42,177.88	\$ 44,075.89	\$ 46,059.30	\$ 48,131.97	\$ 50,297.91
	MONTHLY	\$ 3,514.82	\$ 3,672.99	\$ 3,838.28	\$ 4,011.00	\$ 4,191.49
	BI-WEEKLY	\$ 1,622.23	\$ 1,695.23	\$ 1,771.51	\$ 1,851.23	\$ 1,934.53
	HOURLY	\$ 20.2778	\$ 21.1903	\$ 22.1439	\$ 23.1404	\$ 24.1817
42	YEARLY	\$ 43,232.33	\$ 45,177.78	\$ 47,210.78	\$ 49,335.27	\$ 51,555.36
	MONTHLY	\$ 3,602.69	\$ 3,764.82	\$ 3,934.23	\$ 4,111.27	\$ 4,296.28
	BI-WEEKLY	\$ 1,662.78	\$ 1,737.61	\$ 1,815.80	\$ 1,897.51	\$ 1,982.90
	HOURLY	\$ 20.7848	\$ 21.7201	\$ 22.6975	\$ 23.7189	\$ 24.7862
43	YEARLY	\$ 44,286.78	\$ 46,279.68	\$ 48,362.27	\$ 50,538.57	\$ 52,812.80
	MONTHLY	\$ 3,690.56	\$ 3,856.64	\$ 4,030.19	\$ 4,211.55	\$ 4,401.07
	BI-WEEKLY	\$ 1,703.34	\$ 1,779.99	\$ 1,860.09	\$ 1,943.79	\$ 2,031.26
	HOURLY	\$ 21.2917	\$ 22.2498	\$ 23.2511	\$ 24.2974	\$ 25.3908

Classified

Page 5

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 45,393.95	\$ 47,436.67	\$ 49,571.32	\$ 51,802.03	\$ 54,133.12
	MONTHLY	\$ 3,782.83	\$ 3,953.06	\$ 4,130.94	\$ 4,316.84	\$ 4,511.09
	BI-WEEKLY	\$ 1,745.92	\$ 1,824.49	\$ 1,906.59	\$ 1,992.39	\$ 2,082.04
	HOURLY	\$ 21.8240	\$ 22.8061	\$ 23.8324	\$ 24.9048	\$ 26.0255
45	YEARLY	\$ 46,501.11	\$ 48,593.66	\$ 50,780.38	\$ 53,065.50	\$ 55,453.44
	MONTHLY	\$ 3,875.09	\$ 4,049.47	\$ 4,231.70	\$ 4,422.12	\$ 4,621.12
	BI-WEEKLY	\$ 1,788.50	\$ 1,868.99	\$ 1,953.09	\$ 2,040.98	\$ 2,132.82
	HOURLY	\$ 22.3563	\$ 23.3623	\$ 24.4136	\$ 25.5123	\$ 26.6603
46	YEARLY	\$ 47,663.64	\$ 49,808.51	\$ 52,049.89	\$ 54,392.13	\$ 56,839.78
	MONTHLY	\$ 3,971.97	\$ 4,150.71	\$ 4,337.49	\$ 4,532.68	\$ 4,736.65
	BI-WEEKLY	\$ 1,833.22	\$ 1,915.71	\$ 2,001.92	\$ 2,092.01	\$ 2,186.15
	HOURLY	\$ 22.9152	\$ 23.9464	\$ 25.0240	\$ 26.1501	\$ 27.3268
47	YEARLY	\$ 48,826.17	\$ 51,023.35	\$ 53,319.40	\$ 55,718.77	\$ 58,226.12
	MONTHLY	\$ 4,068.85	\$ 4,251.95	\$ 4,443.28	\$ 4,643.23	\$ 4,852.18
	BI-WEEKLY	\$ 1,877.93	\$ 1,962.44	\$ 2,050.75	\$ 2,143.03	\$ 2,239.47
	HOURLY	\$ 23.4741	\$ 24.5305	\$ 25.6343	\$ 26.7879	\$ 27.9933
48	YEARLY	\$ 50,046.82	\$ 52,298.93	\$ 54,652.38	\$ 57,111.74	\$ 59,681.77
	MONTHLY	\$ 4,170.57	\$ 4,358.24	\$ 4,554.37	\$ 4,759.31	\$ 4,973.48
	BI-WEEKLY	\$ 1,924.88	\$ 2,011.50	\$ 2,102.01	\$ 2,196.61	\$ 2,295.45
	HOURLY	\$ 24.0610	\$ 25.1437	\$ 26.2752	\$ 27.4576	\$ 28.6932
49	YEARLY	\$ 51,267.48	\$ 53,574.52	\$ 55,985.37	\$ 58,504.71	\$ 61,137.42
	MONTHLY	\$ 4,272.29	\$ 4,464.54	\$ 4,665.45	\$ 4,875.39	\$ 5,094.79
	BI-WEEKLY	\$ 1,971.83	\$ 2,060.56	\$ 2,153.28	\$ 2,250.18	\$ 2,351.44
	HOURLY	\$ 24.6478	\$ 25.7570	\$ 26.9160	\$ 28.1273	\$ 29.3930
50	YEARLY	\$ 52,549.17	\$ 54,913.88	\$ 57,385.00	\$ 59,967.33	\$ 62,665.86
	MONTHLY	\$ 4,379.10	\$ 4,576.16	\$ 4,782.08	\$ 4,997.28	\$ 5,222.15
	BI-WEEKLY	\$ 2,021.12	\$ 2,112.07	\$ 2,207.12	\$ 2,306.44	\$ 2,410.23
	HOURLY	\$ 25.2640	\$ 26.4009	\$ 27.5889	\$ 28.8304	\$ 30.1278
51	YEARLY	\$ 53,830.85	\$ 56,253.24	\$ 58,784.64	\$ 61,429.95	\$ 64,194.29
	MONTHLY	\$ 4,485.90	\$ 4,687.77	\$ 4,898.72	\$ 5,119.16	\$ 5,349.52
	BI-WEEKLY	\$ 2,070.42	\$ 2,163.59	\$ 2,260.95	\$ 2,362.69	\$ 2,469.01
	HOURLY	\$ 25.8802	\$ 27.0448	\$ 28.2618	\$ 29.5336	\$ 30.8626
52	YEARLY	\$ 55,176.62	\$ 57,659.57	\$ 60,254.25	\$ 62,965.69	\$ 65,799.15
	MONTHLY	\$ 4,598.05	\$ 4,804.96	\$ 5,021.19	\$ 5,247.14	\$ 5,483.26
	BI-WEEKLY	\$ 2,122.18	\$ 2,217.68	\$ 2,317.47	\$ 2,421.76	\$ 2,530.74
	HOURLY	\$ 26.5272	\$ 27.7209	\$ 28.9684	\$ 30.2720	\$ 31.6342

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 56,522.40	\$ 59,065.90	\$ 61,723.87	\$ 64,501.44	\$ 67,404.01
	MONTHLY	\$ 4,710.20	\$ 4,922.16	\$ 5,143.66	\$ 5,375.12	\$ 5,617.00
	BI-WEEKLY	\$ 2,173.94	\$ 2,271.77	\$ 2,373.99	\$ 2,480.82	\$ 2,592.46
	HOURLY	\$ 27.1742	\$ 28.3971	\$ 29.6749	\$ 31.0103	\$ 32.4058
54	YEARLY	\$ 57,935.46	\$ 60,542.55	\$ 63,266.97	\$ 66,113.98	\$ 69,089.11
	MONTHLY	\$ 4,827.95	\$ 5,045.21	\$ 5,272.25	\$ 5,509.50	\$ 5,757.43
	BI-WEEKLY	\$ 2,228.29	\$ 2,328.56	\$ 2,433.34	\$ 2,542.85	\$ 2,657.27
	HOURLY	\$ 27.8536	\$ 29.1070	\$ 30.4168	\$ 31.7856	\$ 33.2159
55	YEARLY	\$ 59,348.52	\$ 62,019.20	\$ 64,810.06	\$ 67,726.51	\$ 70,774.21
	MONTHLY	\$ 4,945.71	\$ 5,168.27	\$ 5,400.84	\$ 5,643.88	\$ 5,897.85
	BI-WEEKLY	\$ 2,282.64	\$ 2,385.35	\$ 2,492.69	\$ 2,604.87	\$ 2,722.08
	HOURLY	\$ 28.5329	\$ 29.8169	\$ 31.1587	\$ 32.5608	\$ 34.0261
56	YEARLY	\$ 60,832.23	\$ 63,569.68	\$ 66,430.31	\$ 69,419.68	\$ 72,543.56
	MONTHLY	\$ 5,069.35	\$ 5,297.47	\$ 5,535.86	\$ 5,784.97	\$ 6,045.30
	BI-WEEKLY	\$ 2,339.70	\$ 2,444.99	\$ 2,555.01	\$ 2,669.99	\$ 2,790.14
	HOURLY	\$ 29.2463	\$ 30.5623	\$ 31.9377	\$ 33.3748	\$ 34.8767
57	YEARLY	\$ 62,315.94	\$ 65,120.16	\$ 68,050.57	\$ 71,112.84	\$ 74,312.92
	MONTHLY	\$ 5,193.00	\$ 5,426.68	\$ 5,670.88	\$ 5,926.07	\$ 6,192.74
	BI-WEEKLY	\$ 2,396.77	\$ 2,504.62	\$ 2,617.33	\$ 2,735.11	\$ 2,858.19
	HOURLY	\$ 29.9596	\$ 31.3078	\$ 32.7166	\$ 34.1889	\$ 35.7274
58	YEARLY	\$ 63,873.84	\$ 66,748.16	\$ 69,751.83	\$ 72,890.66	\$ 76,170.74
	MONTHLY	\$ 5,322.82	\$ 5,562.35	\$ 5,812.65	\$ 6,074.22	\$ 6,347.56
	BI-WEEKLY	\$ 2,456.69	\$ 2,567.24	\$ 2,682.76	\$ 2,803.49	\$ 2,929.64
	HOURLY	\$ 30.7086	\$ 32.0905	\$ 33.5345	\$ 35.0436	\$ 36.6205
59	YEARLY	\$ 65,431.74	\$ 68,376.17	\$ 71,453.09	\$ 74,668.48	\$ 78,028.56
	MONTHLY	\$ 5,452.64	\$ 5,698.01	\$ 5,954.42	\$ 6,222.37	\$ 6,502.38
	BI-WEEKLY	\$ 2,516.61	\$ 2,629.85	\$ 2,748.20	\$ 2,871.86	\$ 3,001.10
	HOURLY	\$ 31.4576	\$ 32.8732	\$ 34.3524	\$ 35.8983	\$ 37.5137
60	YEARLY	\$ 67,067.53	\$ 70,085.57	\$ 73,239.42	\$ 76,535.19	\$ 79,979.28
	MONTHLY	\$ 5,588.96	\$ 5,840.46	\$ 6,103.29	\$ 6,377.93	\$ 6,664.94
	BI-WEEKLY	\$ 2,579.52	\$ 2,695.60	\$ 2,816.90	\$ 2,943.66	\$ 3,076.13
	HOURLY	\$ 32.2440	\$ 33.6950	\$ 35.2113	\$ 36.7958	\$ 38.4516
61	YEARLY	\$ 68,703.32	\$ 71,794.97	\$ 75,025.75	\$ 78,401.91	\$ 81,929.99
	MONTHLY	\$ 5,725.28	\$ 5,982.91	\$ 6,252.15	\$ 6,533.49	\$ 6,827.50
	BI-WEEKLY	\$ 2,642.44	\$ 2,761.35	\$ 2,885.61	\$ 3,015.46	\$ 3,151.15
	HOURLY	\$ 33.0304	\$ 34.5168	\$ 36.0701	\$ 37.6932	\$ 39.3894

Classified

Page 7

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 70,420.91	\$ 73,589.85	\$ 76,901.39	\$ 80,361.95	\$ 83,978.24
	MONTHLY	\$ 5,868.41	\$ 6,132.49	\$ 6,408.45	\$ 6,696.83	\$ 6,998.19
	BI-WEEKLY	\$ 2,708.50	\$ 2,830.38	\$ 2,957.75	\$ 3,090.84	\$ 3,229.93
	HOURLY	\$ 33.8562	\$ 35.3797	\$ 36.9718	\$ 38.6356	\$ 40.3742
63	YEARLY	\$ 72,138.49	\$ 75,384.72	\$ 78,777.04	\$ 82,322.00	\$ 86,026.49
	MONTHLY	\$ 6,011.54	\$ 6,282.06	\$ 6,564.75	\$ 6,860.17	\$ 7,168.87
	BI-WEEKLY	\$ 2,774.56	\$ 2,899.41	\$ 3,029.89	\$ 3,166.23	\$ 3,308.71
	HOURLY	\$ 34.6820	\$ 36.2427	\$ 37.8736	\$ 39.5779	\$ 41.3589
64	YEARLY	\$ 73,941.95	\$ 77,269.34	\$ 80,746.46	\$ 84,380.05	\$ 88,177.15
	MONTHLY	\$ 6,161.83	\$ 6,439.11	\$ 6,728.87	\$ 7,031.67	\$ 7,348.10
	BI-WEEKLY	\$ 2,843.92	\$ 2,971.90	\$ 3,105.63	\$ 3,245.39	\$ 3,391.43
	HOURLY	\$ 35.5490	\$ 37.1487	\$ 38.8204	\$ 40.5673	\$ 42.3929
65	YEARLY	\$ 75,745.42	\$ 79,153.96	\$ 82,715.89	\$ 86,438.10	\$ 90,327.82
	MONTHLY	\$ 6,312.12	\$ 6,596.16	\$ 6,892.99	\$ 7,203.18	\$ 7,527.32
	BI-WEEKLY	\$ 2,913.29	\$ 3,044.38	\$ 3,181.38	\$ 3,324.54	\$ 3,474.15
	HOURLY	\$ 36.4161	\$ 38.0548	\$ 39.7673	\$ 41.5568	\$ 43.4268
66	YEARLY	\$ 77,639.05	\$ 81,132.81	\$ 84,783.78	\$ 88,599.05	\$ 92,586.01
	MONTHLY	\$ 6,469.92	\$ 6,761.07	\$ 7,065.32	\$ 7,383.25	\$ 7,715.50
	BI-WEEKLY	\$ 2,986.12	\$ 3,120.49	\$ 3,260.91	\$ 3,407.66	\$ 3,561.00
	HOURLY	\$ 37.3265	\$ 39.0062	\$ 40.7614	\$ 42.5957	\$ 44.5125
67	YEARLY	\$ 79,532.69	\$ 83,111.66	\$ 86,851.68	\$ 90,760.01	\$ 94,844.21
	MONTHLY	\$ 6,627.72	\$ 6,925.97	\$ 7,237.64	\$ 7,563.33	\$ 7,903.68
	BI-WEEKLY	\$ 3,058.95	\$ 3,196.60	\$ 3,340.45	\$ 3,490.77	\$ 3,647.85
	HOURLY	\$ 38.2369	\$ 39.9575	\$ 41.7556	\$ 43.6346	\$ 45.5982
68	YEARLY	\$ 81,521.00	\$ 85,189.45	\$ 89,022.97	\$ 93,029.01	\$ 97,215.31
	MONTHLY	\$ 6,793.42	\$ 7,099.12	\$ 7,418.58	\$ 7,752.42	\$ 8,101.28
	BI-WEEKLY	\$ 3,135.42	\$ 3,276.52	\$ 3,423.96	\$ 3,578.04	\$ 3,739.05
	HOURLY	\$ 39.1928	\$ 40.9565	\$ 42.7995	\$ 44.7255	\$ 46.7381
69	YEARLY	\$ 83,509.32	\$ 87,267.24	\$ 91,194.27	\$ 95,298.01	\$ 99,586.42
	MONTHLY	\$ 6,959.11	\$ 7,272.27	\$ 7,599.52	\$ 7,941.50	\$ 8,298.87
	BI-WEEKLY	\$ 3,211.90	\$ 3,356.43	\$ 3,507.47	\$ 3,665.31	\$ 3,830.25
	HOURLY	\$ 40.1487	\$ 41.9554	\$ 43.8434	\$ 45.8163	\$ 47.8781
70	YEARLY	\$ 85,597.05	\$ 89,448.92	\$ 93,474.12	\$ 97,680.46	\$ 102,076.08
	MONTHLY	\$ 7,133.09	\$ 7,454.08	\$ 7,789.51	\$ 8,140.04	\$ 8,506.34
	BI-WEEKLY	\$ 3,292.19	\$ 3,440.34	\$ 3,595.16	\$ 3,756.94	\$ 3,926.00
	HOURLY	\$ 41.1524	\$ 43.0043	\$ 44.9395	\$ 46.9618	\$ 49.0750

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 87,684.79	\$ 91,630.60	\$ 95,753.98	\$ 100,062.91	\$ 104,565.74
	MONTHLY	\$ 7,307.07	\$ 7,635.88	\$ 7,979.50	\$ 8,338.58	\$ 8,713.81
	BI-WEEKLY	\$ 3,372.49	\$ 3,524.25	\$ 3,682.85	\$ 3,848.57	\$ 4,021.76
	HOURLY	\$ 42.1561	\$ 44.0532	\$ 46.0356	\$ 48.1072	\$ 50.2720
72	YEARLY	\$ 89,876.91	\$ 93,921.37	\$ 98,147.83	\$ 102,564.48	\$ 107,179.88
	MONTHLY	\$ 7,489.74	\$ 7,826.78	\$ 8,178.99	\$ 8,547.04	\$ 8,931.66
	BI-WEEKLY	\$ 3,456.80	\$ 3,612.36	\$ 3,774.92	\$ 3,944.79	\$ 4,122.30
	HOURLY	\$ 43.2101	\$ 45.1545	\$ 47.1865	\$ 49.3098	\$ 51.5288
73	YEARLY	\$ 92,069.03	\$ 96,212.13	\$ 100,541.68	\$ 105,066.05	\$ 109,794.03
	MONTHLY	\$ 7,672.42	\$ 8,017.68	\$ 8,378.47	\$ 8,755.50	\$ 9,149.50
	BI-WEEKLY	\$ 3,541.12	\$ 3,700.47	\$ 3,866.99	\$ 4,041.00	\$ 4,222.85
	HOURLY	\$ 44.2640	\$ 46.2558	\$ 48.3373	\$ 50.5125	\$ 52.7856
74	YEARLY	\$ 94,370.75	\$ 98,617.44	\$ 103,055.22	\$ 107,692.71	\$ 112,538.88
	MONTHLY	\$ 7,864.23	\$ 8,218.12	\$ 8,587.94	\$ 8,974.39	\$ 9,378.24
	BI-WEEKLY	\$ 3,629.64	\$ 3,792.98	\$ 3,963.66	\$ 4,142.03	\$ 4,328.42
	HOURLY	\$ 45.3706	\$ 47.4122	\$ 49.5458	\$ 51.7753	\$ 54.1052
75	YEARLY	\$ 96,672.48	\$ 101,022.74	\$ 105,568.76	\$ 110,319.36	\$ 115,283.73
	MONTHLY	\$ 8,056.04	\$ 8,418.56	\$ 8,797.40	\$ 9,193.28	\$ 9,606.98
	BI-WEEKLY	\$ 3,718.17	\$ 3,885.49	\$ 4,060.34	\$ 4,243.05	\$ 4,433.99
	HOURLY	\$ 46.4772	\$ 48.5686	\$ 50.7542	\$ 53.0382	\$ 55.4249
76	YEARLY	\$ 99,089.29	\$ 103,548.31	\$ 108,207.98	\$ 113,077.34	\$ 118,165.82
	MONTHLY	\$ 8,257.44	\$ 8,629.03	\$ 9,017.33	\$ 9,423.11	\$ 9,847.15
	BI-WEEKLY	\$ 3,811.13	\$ 3,982.63	\$ 4,161.85	\$ 4,349.13	\$ 4,544.84
	HOURLY	\$ 47.6391	\$ 49.7828	\$ 52.0231	\$ 54.3641	\$ 56.8105
77	YEARLY	\$ 101,506.10	\$ 106,073.88	\$ 110,847.20	\$ 115,835.32	\$ 121,047.91
	MONTHLY	\$ 8,458.84	\$ 8,839.49	\$ 9,237.27	\$ 9,652.94	\$ 10,087.33
	BI-WEEKLY	\$ 3,904.08	\$ 4,079.76	\$ 4,263.35	\$ 4,455.20	\$ 4,655.69
	HOURLY	\$ 48.8010	\$ 50.9971	\$ 53.2919	\$ 55.6901	\$ 58.1961
78	YEARLY	\$ 104,043.75	\$ 108,725.72	\$ 113,618.38	\$ 118,731.21	\$ 124,074.11
	MONTHLY	\$ 8,670.31	\$ 9,060.48	\$ 9,468.20	\$ 9,894.27	\$ 10,339.51
	BI-WEEKLY	\$ 4,001.68	\$ 4,181.76	\$ 4,369.94	\$ 4,566.58	\$ 4,772.08
	HOURLY	\$ 50.0210	\$ 52.2720	\$ 54.6242	\$ 57.0823	\$ 59.6510
79	YEARLY	\$ 106,581.41	\$ 111,377.57	\$ 116,389.56	\$ 121,627.09	\$ 127,100.31
	MONTHLY	\$ 8,881.78	\$ 9,281.46	\$ 9,699.13	\$ 10,135.59	\$ 10,591.69
	BI-WEEKLY	\$ 4,099.28	\$ 4,283.75	\$ 4,476.52	\$ 4,677.97	\$ 4,888.47
	HOURLY	\$ 51.2411	\$ 53.5469	\$ 55.9565	\$ 58.4746	\$ 61.1059

CITY OF SOLEDAD

MANAGEMENT, MID-MANAGEMENT,
PROFESSIONAL AND CONFIDENTIAL EMPLOYEES
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007 - 08
EFFECTIVE DEC. 29, 2007

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 15,680.34	\$ 16,385.96	\$ 17,123.32	\$ 17,893.87	\$ 18,699.10
	MONTHLY	\$ 1,306.70	\$ 1,365.50	\$ 1,426.94	\$ 1,491.16	\$ 1,558.26
	BI-WEEKLY	\$ 603.09	\$ 630.23	\$ 658.59	\$ 688.23	\$ 719.20
	HOURLY	\$ 7.5386	\$ 7.8779	\$ 8.2324	\$ 8.6028	\$ 8.9900
2	YEARLY	\$ 16,072.35	\$ 16,795.60	\$ 17,551.41	\$ 18,341.22	\$ 19,166.57
	MONTHLY	\$ 1,339.36	\$ 1,399.63	\$ 1,462.62	\$ 1,528.43	\$ 1,597.21
	BI-WEEKLY	\$ 618.17	\$ 645.98	\$ 675.05	\$ 705.43	\$ 737.18
	HOURLY	\$ 7.7271	\$ 8.0748	\$ 8.4382	\$ 8.8179	\$ 9.2147
3	YEARLY	\$ 16,464.36	\$ 17,205.25	\$ 17,979.49	\$ 18,788.57	\$ 19,634.05
	MONTHLY	\$ 1,372.03	\$ 1,433.77	\$ 1,498.29	\$ 1,565.71	\$ 1,636.17
	BI-WEEKLY	\$ 633.24	\$ 661.74	\$ 691.52	\$ 722.64	\$ 755.16
	HOURLY	\$ 7.9156	\$ 8.2718	\$ 8.6440	\$ 9.0330	\$ 9.4394
4	YEARLY	\$ 16,875.97	\$ 17,635.38	\$ 18,428.98	\$ 19,258.28	\$ 20,124.90
	MONTHLY	\$ 1,406.33	\$ 1,469.62	\$ 1,535.75	\$ 1,604.86	\$ 1,677.08
	BI-WEEKLY	\$ 649.08	\$ 678.28	\$ 708.81	\$ 740.70	\$ 774.03
	HOURLY	\$ 8.1134	\$ 8.4786	\$ 8.8601	\$ 9.2588	\$ 9.6754
5	YEARLY	\$ 17,287.57	\$ 18,065.52	\$ 18,878.46	\$ 19,727.99	\$ 20,615.75
	MONTHLY	\$ 1,440.63	\$ 1,505.46	\$ 1,573.21	\$ 1,644.00	\$ 1,717.98
	BI-WEEKLY	\$ 664.91	\$ 694.83	\$ 726.09	\$ 758.77	\$ 792.91
	HOURLY	\$ 8.3113	\$ 8.6853	\$ 9.0762	\$ 9.4846	\$ 9.9114
6	YEARLY	\$ 17,719.76	\$ 18,517.15	\$ 19,350.43	\$ 20,221.19	\$ 21,131.15
	MONTHLY	\$ 1,476.65	\$ 1,543.10	\$ 1,612.54	\$ 1,685.10	\$ 1,760.93
	BI-WEEKLY	\$ 681.53	\$ 712.20	\$ 744.25	\$ 777.74	\$ 812.74
	HOURLY	\$ 8.5191	\$ 8.9025	\$ 9.3031	\$ 9.7217	\$ 10.1592
7	YEARLY	\$ 18,151.95	\$ 18,968.79	\$ 19,822.39	\$ 20,714.39	\$ 21,646.54
	MONTHLY	\$ 1,512.66	\$ 1,580.73	\$ 1,651.87	\$ 1,726.20	\$ 1,803.88
	BI-WEEKLY	\$ 698.15	\$ 729.57	\$ 762.40	\$ 796.71	\$ 832.56
	HOURLY	\$ 8.7269	\$ 9.1196	\$ 9.5300	\$ 9.9588	\$ 10.4070

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 18,605.75	\$ 19,443.01	\$ 20,317.95	\$ 21,232.25	\$ 22,187.71
	MONTHLY	\$ 1,550.48	\$ 1,620.25	\$ 1,693.16	\$ 1,769.35	\$ 1,848.98
	BI-WEEKLY	\$ 715.61	\$ 747.81	\$ 781.46	\$ 816.63	\$ 853.37
	HOURLY	\$ 8.9451	\$ 9.3476	\$ 9.7682	\$ 10.2078	\$ 10.6672
9	YEARLY	\$ 19,059.55	\$ 19,917.23	\$ 20,813.51	\$ 21,750.11	\$ 22,728.87
	MONTHLY	\$ 1,588.30	\$ 1,659.77	\$ 1,734.46	\$ 1,812.51	\$ 1,894.07
	BI-WEEKLY	\$ 733.06	\$ 766.05	\$ 800.52	\$ 836.54	\$ 874.19
	HOURLY	\$ 9.1632	\$ 9.5756	\$ 10.0065	\$ 10.4568	\$ 10.9273
10	YEARLY	\$ 19,536.04	\$ 20,415.16	\$ 21,333.84	\$ 22,293.87	\$ 23,297.09
	MONTHLY	\$ 1,628.00	\$ 1,701.26	\$ 1,777.82	\$ 1,857.82	\$ 1,941.42
	BI-WEEKLY	\$ 751.39	\$ 785.20	\$ 820.53	\$ 857.46	\$ 896.04
	HOURLY	\$ 9.3923	\$ 9.8150	\$ 10.2567	\$ 10.7182	\$ 11.2005
11	YEARLY	\$ 20,012.53	\$ 20,913.09	\$ 21,854.18	\$ 22,837.62	\$ 23,865.31
	MONTHLY	\$ 1,667.71	\$ 1,742.76	\$ 1,821.18	\$ 1,903.13	\$ 1,988.78
	BI-WEEKLY	\$ 769.71	\$ 804.35	\$ 840.55	\$ 878.37	\$ 917.90
	HOURLY	\$ 9.6214	\$ 10.0544	\$ 10.5068	\$ 10.9796	\$ 11.4737
12	YEARLY	\$ 20,512.84	\$ 21,435.92	\$ 22,400.54	\$ 23,408.56	\$ 24,461.95
	MONTHLY	\$ 1,709.40	\$ 1,786.33	\$ 1,866.71	\$ 1,950.71	\$ 2,038.50
	BI-WEEKLY	\$ 788.96	\$ 824.46	\$ 861.56	\$ 900.33	\$ 940.84
	HOURLY	\$ 9.8619	\$ 10.3057	\$ 10.7695	\$ 11.2541	\$ 11.7606
13	YEARLY	\$ 21,013.16	\$ 21,958.75	\$ 22,946.89	\$ 23,979.50	\$ 25,058.58
	MONTHLY	\$ 1,751.10	\$ 1,829.90	\$ 1,912.24	\$ 1,998.29	\$ 2,088.21
	BI-WEEKLY	\$ 808.20	\$ 844.57	\$ 882.57	\$ 922.29	\$ 963.79
	HOURLY	\$ 10.1025	\$ 10.5571	\$ 11.0322	\$ 11.5286	\$ 12.0474
14	YEARLY	\$ 21,538.48	\$ 22,507.72	\$ 23,520.56	\$ 24,578.99	\$ 25,685.04
	MONTHLY	\$ 1,794.87	\$ 1,875.64	\$ 1,960.05	\$ 2,048.25	\$ 2,140.42
	BI-WEEKLY	\$ 828.40	\$ 865.68	\$ 904.64	\$ 945.35	\$ 987.89
	HOURLY	\$ 10.3550	\$ 10.8210	\$ 11.3080	\$ 11.8168	\$ 12.3486
15	YEARLY	\$ 22,063.81	\$ 23,056.68	\$ 24,094.24	\$ 25,178.48	\$ 26,311.51
	MONTHLY	\$ 1,838.65	\$ 1,921.39	\$ 2,007.85	\$ 2,098.21	\$ 2,192.63
	BI-WEEKLY	\$ 848.61	\$ 886.80	\$ 926.70	\$ 968.40	\$ 1,011.98
	HOURLY	\$ 10.6076	\$ 11.0849	\$ 11.5838	\$ 12.1050	\$ 12.6498
16	YEARLY	\$ 22,615.41	\$ 23,633.10	\$ 24,696.59	\$ 25,807.94	\$ 26,969.30
	MONTHLY	\$ 1,884.62	\$ 1,969.43	\$ 2,058.05	\$ 2,150.66	\$ 2,247.44
	BI-WEEKLY	\$ 869.82	\$ 908.97	\$ 949.87	\$ 992.61	\$ 1,037.28
	HOURLY	\$ 10.8728	\$ 11.3621	\$ 11.8734	\$ 12.4077	\$ 12.9660

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 23,167.00	\$ 24,209.52	\$ 25,298.95	\$ 26,437.40	\$ 27,627.08
	MONTHLY	\$ 1,930.58	\$ 2,017.46	\$ 2,108.25	\$ 2,203.12	\$ 2,302.26
	BI-WEEKLY	\$ 891.04	\$ 931.14	\$ 973.04	\$ 1,016.82	\$ 1,062.58
	HOURLY	\$ 11.1380	\$ 11.6392	\$ 12.1630	\$ 12.7103	\$ 13.2823
18	YEARLY	\$ 23,746.18	\$ 24,814.76	\$ 25,931.42	\$ 27,098.33	\$ 28,317.76
	MONTHLY	\$ 1,978.85	\$ 2,067.90	\$ 2,160.95	\$ 2,258.19	\$ 2,359.81
	BI-WEEKLY	\$ 913.31	\$ 954.41	\$ 997.36	\$ 1,042.24	\$ 1,089.14
	HOURLY	\$ 11.4164	\$ 11.9302	\$ 12.4670	\$ 13.0280	\$ 13.6143
19	YEARLY	\$ 24,325.35	\$ 25,419.99	\$ 26,563.89	\$ 27,759.27	\$ 29,008.44
	MONTHLY	\$ 2,027.11	\$ 2,118.33	\$ 2,213.66	\$ 2,313.27	\$ 2,417.37
	BI-WEEKLY	\$ 935.59	\$ 977.69	\$ 1,021.69	\$ 1,067.66	\$ 1,115.71
	HOURLY	\$ 11.6949	\$ 12.2212	\$ 12.7711	\$ 13.3458	\$ 13.9464
20	YEARLY	\$ 24,933.49	\$ 26,055.49	\$ 27,227.99	\$ 28,453.25	\$ 29,733.65
	MONTHLY	\$ 2,077.79	\$ 2,171.29	\$ 2,269.00	\$ 2,371.10	\$ 2,477.80
	BI-WEEKLY	\$ 958.98	\$ 1,002.13	\$ 1,047.23	\$ 1,094.36	\$ 1,143.60
	HOURLY	\$ 11.9873	\$ 12.5267	\$ 13.0904	\$ 13.6794	\$ 14.2950
21	YEARLY	\$ 25,541.62	\$ 26,690.99	\$ 27,892.09	\$ 29,147.23	\$ 30,458.86
	MONTHLY	\$ 2,128.47	\$ 2,224.25	\$ 2,324.34	\$ 2,428.94	\$ 2,538.24
	BI-WEEKLY	\$ 982.37	\$ 1,026.58	\$ 1,072.77	\$ 1,121.05	\$ 1,171.49
	HOURLY	\$ 12.2796	\$ 12.8322	\$ 13.4097	\$ 14.0131	\$ 14.6437
22	YEARLY	\$ 26,180.16	\$ 27,358.27	\$ 28,589.39	\$ 29,875.91	\$ 31,220.33
	MONTHLY	\$ 2,181.68	\$ 2,279.86	\$ 2,382.45	\$ 2,489.66	\$ 2,601.69
	BI-WEEKLY	\$ 1,006.93	\$ 1,052.24	\$ 1,099.59	\$ 1,149.07	\$ 1,200.78
	HOURLY	\$ 12.5866	\$ 13.1530	\$ 13.7449	\$ 14.3634	\$ 15.0098
23	YEARLY	\$ 26,818.70	\$ 28,025.54	\$ 29,286.69	\$ 30,604.59	\$ 31,981.80
	MONTHLY	\$ 2,234.89	\$ 2,335.46	\$ 2,440.56	\$ 2,550.38	\$ 2,665.15
	BI-WEEKLY	\$ 1,031.49	\$ 1,077.91	\$ 1,126.41	\$ 1,177.10	\$ 1,230.07
	HOURLY	\$ 12.8936	\$ 13.4738	\$ 14.0801	\$ 14.7137	\$ 15.3759
24	YEARLY	\$ 27,489.17	\$ 28,726.18	\$ 30,018.86	\$ 31,369.71	\$ 32,781.35
	MONTHLY	\$ 2,290.76	\$ 2,393.85	\$ 2,501.57	\$ 2,614.14	\$ 2,731.78
	BI-WEEKLY	\$ 1,057.28	\$ 1,104.85	\$ 1,154.57	\$ 1,206.53	\$ 1,260.82
	HOURLY	\$ 13.2159	\$ 13.8107	\$ 14.4321	\$ 15.0816	\$ 15.7603
25	YEARLY	\$ 28,159.64	\$ 29,426.82	\$ 30,751.03	\$ 32,134.82	\$ 33,580.89
	MONTHLY	\$ 2,346.64	\$ 2,452.24	\$ 2,562.59	\$ 2,677.90	\$ 2,798.41
	BI-WEEKLY	\$ 1,083.06	\$ 1,131.80	\$ 1,182.73	\$ 1,235.95	\$ 1,291.57
	HOURLY	\$ 13.5383	\$ 14.1475	\$ 14.7841	\$ 15.4494	\$ 16.1447

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 28,863.63	\$ 30,162.49	\$ 31,519.80	\$ 32,938.20	\$ 34,420.41
	MONTHLY	\$ 2,405.30	\$ 2,513.54	\$ 2,626.65	\$ 2,744.85	\$ 2,868.37
	BI-WEEKLY	\$ 1,110.14	\$ 1,160.10	\$ 1,212.30	\$ 1,266.85	\$ 1,323.86
	HOURLY	\$ 13.8767	\$ 14.5012	\$ 15.1538	\$ 15.8357	\$ 16.5483
27	YEARLY	\$ 29,567.62	\$ 30,898.16	\$ 32,288.58	\$ 33,741.57	\$ 35,259.94
	MONTHLY	\$ 2,463.97	\$ 2,574.85	\$ 2,690.71	\$ 2,811.80	\$ 2,938.33
	BI-WEEKLY	\$ 1,137.22	\$ 1,188.39	\$ 1,241.87	\$ 1,297.75	\$ 1,356.15
	HOURLY	\$ 14.2152	\$ 14.8549	\$ 15.5234	\$ 16.2219	\$ 16.9519
28	YEARLY	\$ 30,306.81	\$ 31,670.62	\$ 33,095.79	\$ 34,585.11	\$ 36,141.43
	MONTHLY	\$ 2,525.57	\$ 2,639.22	\$ 2,757.98	\$ 2,882.09	\$ 3,011.79
	BI-WEEKLY	\$ 1,165.65	\$ 1,218.10	\$ 1,272.92	\$ 1,330.20	\$ 1,390.06
	HOURLY	\$ 14.5706	\$ 15.2263	\$ 15.9114	\$ 16.6275	\$ 17.3757
29	YEARLY	\$ 31,046.00	\$ 32,443.07	\$ 33,903.01	\$ 35,428.64	\$ 37,022.93
	MONTHLY	\$ 2,587.17	\$ 2,703.59	\$ 2,825.25	\$ 2,952.39	\$ 3,085.24
	BI-WEEKLY	\$ 1,194.08	\$ 1,247.81	\$ 1,303.96	\$ 1,362.64	\$ 1,423.96
	HOURLY	\$ 14.9260	\$ 15.5976	\$ 16.2995	\$ 17.0330	\$ 17.7995
30	YEARLY	\$ 31,822.15	\$ 33,254.15	\$ 34,750.58	\$ 36,314.36	\$ 37,948.51
	MONTHLY	\$ 2,651.85	\$ 2,771.18	\$ 2,895.88	\$ 3,026.20	\$ 3,162.38
	BI-WEEKLY	\$ 1,223.93	\$ 1,279.01	\$ 1,336.56	\$ 1,396.71	\$ 1,459.56
	HOURLY	\$ 15.2991	\$ 15.9876	\$ 16.7070	\$ 17.4588	\$ 18.2445
31	YEARLY	\$ 32,598.30	\$ 34,065.22	\$ 35,598.16	\$ 37,200.08	\$ 38,874.08
	MONTHLY	\$ 2,716.53	\$ 2,838.77	\$ 2,966.51	\$ 3,100.01	\$ 3,239.51
	BI-WEEKLY	\$ 1,253.78	\$ 1,310.20	\$ 1,369.16	\$ 1,430.77	\$ 1,495.16
	HOURLY	\$ 15.6723	\$ 16.3775	\$ 17.1145	\$ 17.8847	\$ 18.6895
32	YEARLY	\$ 33,413.26	\$ 34,916.85	\$ 36,488.11	\$ 38,130.08	\$ 39,845.93
	MONTHLY	\$ 2,784.44	\$ 2,909.74	\$ 3,040.68	\$ 3,177.51	\$ 3,320.49
	BI-WEEKLY	\$ 1,285.13	\$ 1,342.96	\$ 1,403.39	\$ 1,466.54	\$ 1,532.54
	HOURLY	\$ 16.0641	\$ 16.7869	\$ 17.5424	\$ 18.3318	\$ 19.1567
33	YEARLY	\$ 34,228.22	\$ 35,768.49	\$ 37,378.07	\$ 39,060.08	\$ 40,817.78
	MONTHLY	\$ 2,852.35	\$ 2,980.71	\$ 3,114.84	\$ 3,255.01	\$ 3,401.48
	BI-WEEKLY	\$ 1,316.47	\$ 1,375.71	\$ 1,437.62	\$ 1,502.31	\$ 1,569.91
	HOURLY	\$ 16.4559	\$ 17.1964	\$ 17.9702	\$ 18.7789	\$ 19.6239
34	YEARLY	\$ 35,083.92	\$ 36,662.70	\$ 38,312.52	\$ 40,036.58	\$ 41,838.23
	MONTHLY	\$ 2,923.66	\$ 3,055.22	\$ 3,192.71	\$ 3,336.38	\$ 3,486.52
	BI-WEEKLY	\$ 1,349.38	\$ 1,410.10	\$ 1,473.56	\$ 1,539.87	\$ 1,609.16
	HOURLY	\$ 16.8673	\$ 17.6263	\$ 18.4195	\$ 19.2484	\$ 20.1145

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
35	YEARLY	\$ 35,939.63	\$ 37,556.91	\$ 39,246.97	\$ 41,013.08	\$ 42,858.67	
	MONTHLY	\$ 2,994.97	\$ 3,129.74	\$ 3,270.58	\$ 3,417.76	\$ 3,571.56	
	BI-WEEKLY	\$ 1,382.29	\$ 1,444.50	\$ 1,509.50	\$ 1,577.43	\$ 1,648.41	
	HOURLY	\$ 17.2787	\$ 18.0562	\$ 18.8687	\$ 19.7178	\$ 20.6051	
36	YEARLY	\$ 36,838.12	\$ 38,495.83	\$ 40,228.14	\$ 42,038.41	\$ 43,930.14	\$ 45,907.00
	MONTHLY	\$ 3,069.84	\$ 3,207.99	\$ 3,352.35	\$ 3,503.20	\$ 3,660.84	\$ 3,825.58
	BI-WEEKLY	\$ 1,416.85	\$ 1,480.61	\$ 1,547.24	\$ 1,616.86	\$ 1,689.62	\$ 1,765.65
	HOURLY	\$ 17.7106	\$ 18.5076	\$ 19.3405	\$ 20.2108	\$ 21.1203	\$ 22.0707
37	YEARLY	\$ 37,736.61	\$ 39,434.76	\$ 41,209.32	\$ 43,063.74	\$ 45,001.61	
	MONTHLY	\$ 3,144.72	\$ 3,286.23	\$ 3,434.11	\$ 3,588.64	\$ 3,750.13	
	BI-WEEKLY	\$ 1,451.41	\$ 1,516.72	\$ 1,584.97	\$ 1,656.30	\$ 1,730.83	
	HOURLY	\$ 18.1426	\$ 18.9590	\$ 19.8122	\$ 20.7037	\$ 21.6354	
38	YEARLY	\$ 38,680.02	\$ 40,420.62	\$ 42,239.55	\$ 44,140.33	\$ 46,126.65	
	MONTHLY	\$ 3,223.34	\$ 3,368.39	\$ 3,519.96	\$ 3,678.36	\$ 3,843.89	
	BI-WEEKLY	\$ 1,487.69	\$ 1,554.64	\$ 1,624.60	\$ 1,697.71	\$ 1,774.10	
	HOURLY	\$ 18.5962	\$ 19.4330	\$ 20.3075	\$ 21.2213	\$ 22.1763	
39	YEARLY	\$ 39,623.44	\$ 41,406.49	\$ 43,269.79	\$ 45,216.93	\$ 47,251.69	
	MONTHLY	\$ 3,301.95	\$ 3,450.54	\$ 3,605.82	\$ 3,768.08	\$ 3,937.64	
	BI-WEEKLY	\$ 1,523.98	\$ 1,592.56	\$ 1,664.22	\$ 1,739.11	\$ 1,817.37	
	HOURLY	\$ 19.0497	\$ 19.9070	\$ 20.8028	\$ 21.7389	\$ 22.7172	
40	YEARLY	\$ 40,614.02	\$ 42,441.66	\$ 44,351.53	\$ 46,347.35	\$ 48,432.98	
	MONTHLY	\$ 3,384.50	\$ 3,536.80	\$ 3,695.96	\$ 3,862.28	\$ 4,036.08	
	BI-WEEKLY	\$ 1,562.08	\$ 1,632.37	\$ 1,705.83	\$ 1,782.59	\$ 1,862.81	
	HOURLY	\$ 19.5260	\$ 20.4046	\$ 21.3229	\$ 22.2824	\$ 23.2851	
41	YEARLY	\$ 41,604.61	\$ 43,476.82	\$ 45,433.27	\$ 47,477.77	\$ 49,614.27	
	MONTHLY	\$ 3,467.05	\$ 3,623.07	\$ 3,786.11	\$ 3,956.48	\$ 4,134.52	
	BI-WEEKLY	\$ 1,600.18	\$ 1,672.19	\$ 1,747.43	\$ 1,826.07	\$ 1,908.24	
	HOURLY	\$ 20.0022	\$ 20.9023	\$ 21.8429	\$ 22.8259	\$ 23.8530	
42	YEARLY	\$ 42,644.73	\$ 44,563.74	\$ 46,569.11	\$ 48,664.72	\$ 50,854.63	
	MONTHLY	\$ 3,553.73	\$ 3,713.64	\$ 3,880.76	\$ 4,055.39	\$ 4,237.89	
	BI-WEEKLY	\$ 1,640.18	\$ 1,713.99	\$ 1,791.12	\$ 1,871.72	\$ 1,955.95	
	HOURLY	\$ 20.5023	\$ 21.4249	\$ 22.3890	\$ 23.3965	\$ 24.4493	
43	YEARLY	\$ 43,684.84	\$ 45,650.66	\$ 47,704.94	\$ 49,851.66	\$ 52,094.99	
	MONTHLY	\$ 3,640.40	\$ 3,804.22	\$ 3,975.41	\$ 4,154.31	\$ 4,341.25	
	BI-WEEKLY	\$ 1,680.19	\$ 1,755.79	\$ 1,834.81	\$ 1,917.37	\$ 2,003.65	
	HOURLY	\$ 21.0023	\$ 21.9474	\$ 22.9351	\$ 23.9671	\$ 25.0457	

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 44,776.96	\$ 46,791.92	\$ 48,897.56	\$ 51,097.95	\$ 53,397.36
	MONTHLY	\$ 3,731.41	\$ 3,899.33	\$ 4,074.80	\$ 4,258.16	\$ 4,449.78
	BI-WEEKLY	\$ 1,722.19	\$ 1,799.69	\$ 1,880.68	\$ 1,965.31	\$ 2,053.74
	HOURLY	\$ 21.5274	\$ 22.4961	\$ 23.5084	\$ 24.5663	\$ 25.6718
45	YEARLY	\$ 45,869.08	\$ 47,933.19	\$ 50,090.19	\$ 52,344.24	\$ 54,699.73
	MONTHLY	\$ 3,822.42	\$ 3,994.43	\$ 4,174.18	\$ 4,362.02	\$ 4,558.31
	BI-WEEKLY	\$ 1,764.20	\$ 1,843.58	\$ 1,926.55	\$ 2,013.24	\$ 2,103.84
	HOURLY	\$ 22.0524	\$ 23.0448	\$ 24.0818	\$ 25.1655	\$ 26.2979
46	YEARLY	\$ 47,015.81	\$ 49,131.52	\$ 51,342.44	\$ 53,652.85	\$ 56,067.23
	MONTHLY	\$ 3,917.98	\$ 4,094.29	\$ 4,278.54	\$ 4,471.07	\$ 4,672.27
	BI-WEEKLY	\$ 1,808.30	\$ 1,889.67	\$ 1,974.71	\$ 2,063.57	\$ 2,156.43
	HOURLY	\$ 22.6038	\$ 23.6209	\$ 24.6839	\$ 25.7946	\$ 26.9554
47	YEARLY	\$ 48,162.54	\$ 50,329.85	\$ 52,594.69	\$ 54,961.46	\$ 57,434.72
	MONTHLY	\$ 4,013.54	\$ 4,194.15	\$ 4,382.89	\$ 4,580.12	\$ 4,786.23
	BI-WEEKLY	\$ 1,852.41	\$ 1,935.76	\$ 2,022.87	\$ 2,113.90	\$ 2,209.03
	HOURLY	\$ 23.1551	\$ 24.1970	\$ 25.2859	\$ 26.4238	\$ 27.6128
48	YEARLY	\$ 49,366.60	\$ 51,588.10	\$ 53,909.56	\$ 56,335.49	\$ 58,870.59
	MONTHLY	\$ 4,113.88	\$ 4,299.01	\$ 4,492.46	\$ 4,694.62	\$ 4,905.88
	BI-WEEKLY	\$ 1,898.72	\$ 1,984.16	\$ 2,073.44	\$ 2,166.75	\$ 2,264.25
	HOURLY	\$ 23.7339	\$ 24.8020	\$ 25.9181	\$ 27.0844	\$ 28.3032
49	YEARLY	\$ 50,570.66	\$ 52,846.34	\$ 55,224.43	\$ 57,709.53	\$ 60,306.46
	MONTHLY	\$ 4,214.22	\$ 4,403.86	\$ 4,602.04	\$ 4,809.13	\$ 5,025.54
	BI-WEEKLY	\$ 1,945.03	\$ 2,032.55	\$ 2,124.02	\$ 2,219.60	\$ 2,319.48
	HOURLY	\$ 24.3128	\$ 25.4069	\$ 26.5502	\$ 27.7450	\$ 28.9935
50	YEARLY	\$ 51,834.93	\$ 54,167.50	\$ 56,605.04	\$ 59,152.27	\$ 61,814.12
	MONTHLY	\$ 4,319.58	\$ 4,513.96	\$ 4,717.09	\$ 4,929.36	\$ 5,151.18
	BI-WEEKLY	\$ 1,993.65	\$ 2,083.37	\$ 2,177.12	\$ 2,275.09	\$ 2,377.47
	HOURLY	\$ 24.9206	\$ 26.0421	\$ 27.2140	\$ 28.4386	\$ 29.7183
51	YEARLY	\$ 53,099.20	\$ 55,488.66	\$ 57,985.65	\$ 60,595.00	\$ 63,321.78
	MONTHLY	\$ 4,424.93	\$ 4,624.06	\$ 4,832.14	\$ 5,049.58	\$ 5,276.81
	BI-WEEKLY	\$ 2,042.28	\$ 2,134.18	\$ 2,230.22	\$ 2,330.58	\$ 2,435.45
	HOURLY	\$ 25.5285	\$ 26.6772	\$ 27.8777	\$ 29.1322	\$ 30.4432
52	YEARLY	\$ 54,426.68	\$ 56,875.88	\$ 59,435.29	\$ 62,109.88	\$ 64,904.82
	MONTHLY	\$ 4,535.56	\$ 4,739.66	\$ 4,952.94	\$ 5,175.82	\$ 5,408.74
	BI-WEEKLY	\$ 2,093.33	\$ 2,187.53	\$ 2,285.97	\$ 2,388.84	\$ 2,496.34
	HOURLY	\$ 26.1667	\$ 27.3442	\$ 28.5747	\$ 29.8605	\$ 31.2042

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 55,754.16	\$ 58,263.09	\$ 60,884.93	\$ 63,624.75	\$ 66,487.87
	MONTHLY	\$ 4,646.18	\$ 4,855.26	\$ 5,073.74	\$ 5,302.06	\$ 5,540.66
	BI-WEEKLY	\$ 2,144.39	\$ 2,240.89	\$ 2,341.73	\$ 2,447.11	\$ 2,557.23
	HOURLY	\$ 26.8049	\$ 28.0111	\$ 29.2716	\$ 30.5888	\$ 31.9653
54	YEARLY	\$ 57,148.01	\$ 59,719.67	\$ 62,407.06	\$ 65,215.37	\$ 68,150.07
	MONTHLY	\$ 4,762.33	\$ 4,976.64	\$ 5,200.59	\$ 5,434.61	\$ 5,679.17
	BI-WEEKLY	\$ 2,198.00	\$ 2,296.91	\$ 2,400.27	\$ 2,508.28	\$ 2,621.16
	HOURLY	\$ 27.4750	\$ 28.7114	\$ 30.0034	\$ 31.3535	\$ 32.7645
55	YEARLY	\$ 58,541.86	\$ 61,176.25	\$ 63,929.18	\$ 66,805.99	\$ 69,812.26
	MONTHLY	\$ 4,878.49	\$ 5,098.02	\$ 5,327.43	\$ 5,567.17	\$ 5,817.69
	BI-WEEKLY	\$ 2,251.61	\$ 2,352.93	\$ 2,458.81	\$ 2,569.46	\$ 2,685.09
	HOURLY	\$ 28.1451	\$ 29.4117	\$ 30.7352	\$ 32.1183	\$ 33.5636
56	YEARLY	\$ 60,005.41	\$ 62,705.65	\$ 65,527.41	\$ 68,476.14	\$ 71,557.57
	MONTHLY	\$ 5,000.45	\$ 5,225.47	\$ 5,460.62	\$ 5,706.35	\$ 5,963.13
	BI-WEEKLY	\$ 2,307.90	\$ 2,411.76	\$ 2,520.28	\$ 2,633.70	\$ 2,752.21
	HOURLY	\$ 28.8488	\$ 30.1469	\$ 31.5036	\$ 32.9212	\$ 34.4027
57	YEARLY	\$ 61,468.96	\$ 64,235.06	\$ 67,125.64	\$ 70,146.29	\$ 73,302.88
	MONTHLY	\$ 5,122.41	\$ 5,352.92	\$ 5,593.80	\$ 5,845.52	\$ 6,108.57
	BI-WEEKLY	\$ 2,364.19	\$ 2,470.58	\$ 2,581.76	\$ 2,697.93	\$ 2,819.34
	HOURLY	\$ 29.5524	\$ 30.8822	\$ 32.2719	\$ 33.7242	\$ 35.2418
58	YEARLY	\$ 63,005.68	\$ 65,840.94	\$ 68,803.78	\$ 71,899.95	\$ 75,135.45
	MONTHLY	\$ 5,250.47	\$ 5,486.74	\$ 5,733.65	\$ 5,991.66	\$ 6,261.29
	BI-WEEKLY	\$ 2,423.30	\$ 2,532.34	\$ 2,646.30	\$ 2,765.38	\$ 2,889.82
	HOURLY	\$ 30.2912	\$ 31.6543	\$ 33.0787	\$ 34.5673	\$ 36.1228
59	YEARLY	\$ 64,542.41	\$ 67,446.81	\$ 70,481.92	\$ 73,653.61	\$ 76,968.02
	MONTHLY	\$ 5,378.53	\$ 5,620.57	\$ 5,873.49	\$ 6,137.80	\$ 6,414.00
	BI-WEEKLY	\$ 2,482.40	\$ 2,594.11	\$ 2,710.84	\$ 2,832.83	\$ 2,960.31
	HOURLY	\$ 31.0300	\$ 32.4264	\$ 33.8855	\$ 35.4104	\$ 37.0039
60	YEARLY	\$ 66,155.97	\$ 69,132.98	\$ 72,243.97	\$ 75,494.95	\$ 78,892.22
	MONTHLY	\$ 5,513.00	\$ 5,761.08	\$ 6,020.33	\$ 6,291.25	\$ 6,574.35
	BI-WEEKLY	\$ 2,544.46	\$ 2,658.96	\$ 2,778.61	\$ 2,903.65	\$ 3,034.32
	HOURLY	\$ 31.8058	\$ 33.2370	\$ 34.7327	\$ 36.2956	\$ 37.9290
61	YEARLY	\$ 67,769.53	\$ 70,819.15	\$ 74,006.02	\$ 77,336.29	\$ 80,816.42
	MONTHLY	\$ 5,647.46	\$ 5,901.60	\$ 6,167.17	\$ 6,444.69	\$ 6,734.70
	BI-WEEKLY	\$ 2,606.52	\$ 2,723.81	\$ 2,846.39	\$ 2,974.47	\$ 3,108.32
	HOURLY	\$ 32.5815	\$ 34.0477	\$ 35.5798	\$ 37.1809	\$ 38.8540

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 69,463.76	\$ 72,589.63	\$ 75,856.17	\$ 79,269.69	\$ 82,836.83
	MONTHLY	\$ 5,788.65	\$ 6,049.14	\$ 6,321.35	\$ 6,605.81	\$ 6,903.07
	BI-WEEKLY	\$ 2,671.68	\$ 2,791.91	\$ 2,917.54	\$ 3,048.83	\$ 3,186.03
	HOURLY	\$ 33.3960	\$ 34.8989	\$ 36.4693	\$ 38.1104	\$ 39.8254
63	YEARLY	\$ 71,158.00	\$ 74,360.11	\$ 77,706.32	\$ 81,203.10	\$ 84,857.24
	MONTHLY	\$ 5,929.83	\$ 6,196.68	\$ 6,475.53	\$ 6,766.93	\$ 7,071.44
	BI-WEEKLY	\$ 2,736.85	\$ 2,860.00	\$ 2,988.70	\$ 3,123.20	\$ 3,263.74
	HOURLY	\$ 34.2106	\$ 35.7501	\$ 37.3588	\$ 39.0400	\$ 40.7968
64	YEARLY	\$ 72,936.95	\$ 76,219.12	\$ 79,648.98	\$ 83,233.18	\$ 86,978.67
	MONTHLY	\$ 6,078.08	\$ 6,351.59	\$ 6,637.41	\$ 6,936.10	\$ 7,248.22
	BI-WEEKLY	\$ 2,805.27	\$ 2,931.50	\$ 3,063.42	\$ 3,201.28	\$ 3,345.33
	HOURLY	\$ 35.0658	\$ 36.6438	\$ 38.2928	\$ 40.0160	\$ 41.8167
65	YEARLY	\$ 74,715.90	\$ 78,078.12	\$ 81,591.63	\$ 85,263.26	\$ 89,100.10
	MONTHLY	\$ 6,226.33	\$ 6,506.51	\$ 6,799.30	\$ 7,105.27	\$ 7,425.01
	BI-WEEKLY	\$ 2,873.69	\$ 3,003.00	\$ 3,138.14	\$ 3,279.36	\$ 3,426.93
	HOURLY	\$ 35.9211	\$ 37.5376	\$ 39.2267	\$ 40.9920	\$ 42.8366
66	YEARLY	\$ 76,583.80	\$ 80,030.07	\$ 83,631.42	\$ 87,394.84	\$ 91,327.61
	MONTHLY	\$ 6,381.98	\$ 6,669.17	\$ 6,969.29	\$ 7,282.90	\$ 7,610.63
	BI-WEEKLY	\$ 2,945.53	\$ 3,078.08	\$ 3,216.59	\$ 3,361.34	\$ 3,512.60
	HOURLY	\$ 36.8191	\$ 38.4760	\$ 40.2074	\$ 42.0167	\$ 43.9075
67	YEARLY	\$ 78,451.70	\$ 81,982.02	\$ 85,671.21	\$ 89,526.42	\$ 93,555.11
	MONTHLY	\$ 6,537.64	\$ 6,831.84	\$ 7,139.27	\$ 7,460.53	\$ 7,796.26
	BI-WEEKLY	\$ 3,017.37	\$ 3,153.15	\$ 3,295.05	\$ 3,443.32	\$ 3,598.27
	HOURLY	\$ 37.7172	\$ 39.4144	\$ 41.1881	\$ 43.0415	\$ 44.9784
68	YEARLY	\$ 80,412.99	\$ 84,031.57	\$ 87,813.00	\$ 91,764.58	\$ 95,893.99
	MONTHLY	\$ 6,701.08	\$ 7,002.63	\$ 7,317.75	\$ 7,647.05	\$ 7,991.17
	BI-WEEKLY	\$ 3,092.81	\$ 3,231.98	\$ 3,377.42	\$ 3,529.41	\$ 3,688.23
	HOURLY	\$ 38.6601	\$ 40.3998	\$ 42.2178	\$ 44.1176	\$ 46.1029
69	YEARLY	\$ 82,374.28	\$ 86,081.12	\$ 89,954.78	\$ 94,002.74	\$ 98,232.86
	MONTHLY	\$ 6,864.52	\$ 7,173.43	\$ 7,496.23	\$ 7,833.56	\$ 8,186.07
	BI-WEEKLY	\$ 3,168.24	\$ 3,310.81	\$ 3,459.80	\$ 3,615.49	\$ 3,778.19
	HOURLY	\$ 39.6030	\$ 41.3852	\$ 43.2475	\$ 45.1936	\$ 47.2273
70	YEARLY	\$ 84,433.64	\$ 88,233.15	\$ 92,203.65	\$ 96,352.81	\$ 100,688.69
	MONTHLY	\$ 7,036.14	\$ 7,352.76	\$ 7,683.64	\$ 8,029.40	\$ 8,390.72
	BI-WEEKLY	\$ 3,247.45	\$ 3,393.58	\$ 3,546.29	\$ 3,705.88	\$ 3,872.64
	HOURLY	\$ 40.5931	\$ 42.4198	\$ 44.3287	\$ 46.3235	\$ 48.4080

Mgmt/Mid-Mgmt/
Professional/Confidential

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 86,493.00	\$ 90,385.18	\$ 94,452.51	\$ 98,702.88	\$ 103,144.51
	MONTHLY	\$ 7,207.75	\$ 7,532.10	\$ 7,871.04	\$ 8,225.24	\$ 8,595.38
	BI-WEEKLY	\$ 3,326.65	\$ 3,476.35	\$ 3,632.79	\$ 3,796.26	\$ 3,967.10
	HOURLY	\$ 41.5832	\$ 43.4544	\$ 45.4099	\$ 47.4533	\$ 49.5887
72	YEARLY	\$ 88,655.32	\$ 92,644.81	\$ 96,813.83	\$ 101,170.45	\$ 105,723.12
	MONTHLY	\$ 7,387.94	\$ 7,720.40	\$ 8,067.82	\$ 8,430.87	\$ 8,810.26
	BI-WEEKLY	\$ 3,409.82	\$ 3,563.26	\$ 3,723.61	\$ 3,891.17	\$ 4,066.27
	HOURLY	\$ 42.6228	\$ 44.5408	\$ 46.5451	\$ 48.6396	\$ 50.8284
73	YEARLY	\$ 90,817.65	\$ 94,904.44	\$ 99,175.14	\$ 103,638.02	\$ 108,301.73
	MONTHLY	\$ 7,568.14	\$ 7,908.70	\$ 8,264.60	\$ 8,636.50	\$ 9,025.14
	BI-WEEKLY	\$ 3,492.99	\$ 3,650.17	\$ 3,814.43	\$ 3,986.08	\$ 4,165.45
	HOURLY	\$ 43.6623	\$ 45.6271	\$ 47.6804	\$ 49.8260	\$ 52.0681
74	YEARLY	\$ 93,088.09	\$ 97,277.05	\$ 101,654.52	\$ 106,228.97	\$ 111,009.28
	MONTHLY	\$ 7,757.34	\$ 8,106.42	\$ 8,471.21	\$ 8,852.41	\$ 9,250.77
	BI-WEEKLY	\$ 3,580.31	\$ 3,741.43	\$ 3,909.79	\$ 4,085.73	\$ 4,269.59
	HOURLY	\$ 44.7539	\$ 46.7678	\$ 48.8724	\$ 51.0716	\$ 53.3698
75	YEARLY	\$ 95,358.53	\$ 99,649.66	\$ 104,133.90	\$ 108,819.92	\$ 113,716.82
	MONTHLY	\$ 7,946.54	\$ 8,304.14	\$ 8,677.82	\$ 9,068.33	\$ 9,476.40
	BI-WEEKLY	\$ 3,667.64	\$ 3,832.68	\$ 4,005.15	\$ 4,185.38	\$ 4,373.72
	HOURLY	\$ 45.8454	\$ 47.9085	\$ 50.0644	\$ 52.3173	\$ 54.6715
76	YEARLY	\$ 97,742.49	\$ 102,140.90	\$ 106,737.24	\$ 111,540.42	\$ 116,559.74
	MONTHLY	\$ 8,145.21	\$ 8,511.74	\$ 8,894.77	\$ 9,295.04	\$ 9,713.31
	BI-WEEKLY	\$ 3,759.33	\$ 3,928.50	\$ 4,105.28	\$ 4,290.02	\$ 4,483.07
	HOURLY	\$ 46.9916	\$ 49.1062	\$ 51.3160	\$ 53.6252	\$ 56.0383
77	YEARLY	\$ 100,126.45	\$ 104,632.15	\$ 109,340.59	\$ 114,260.92	\$ 119,402.66
	MONTHLY	\$ 8,343.87	\$ 8,719.35	\$ 9,111.72	\$ 9,521.74	\$ 9,950.22
	BI-WEEKLY	\$ 3,851.02	\$ 4,024.31	\$ 4,205.41	\$ 4,394.65	\$ 4,592.41
	HOURLY	\$ 48.1377	\$ 50.3039	\$ 52.5676	\$ 54.9331	\$ 57.4051
78	YEARLY	\$ 102,629.62	\$ 107,247.95	\$ 112,074.11	\$ 117,117.44	\$ 122,387.73
	MONTHLY	\$ 8,552.47	\$ 8,937.33	\$ 9,339.51	\$ 9,759.79	\$ 10,198.98
	BI-WEEKLY	\$ 3,947.29	\$ 4,124.92	\$ 4,310.54	\$ 4,504.52	\$ 4,707.22
	HOURLY	\$ 49.3412	\$ 51.5615	\$ 53.8818	\$ 56.3065	\$ 58.8403
79	YEARLY	\$ 105,132.78	\$ 109,863.75	\$ 114,807.62	\$ 119,973.96	\$ 125,372.79
	MONTHLY	\$ 8,761.06	\$ 9,155.31	\$ 9,567.30	\$ 9,997.83	\$ 10,447.73
	BI-WEEKLY	\$ 4,043.57	\$ 4,225.53	\$ 4,415.68	\$ 4,614.38	\$ 4,822.03
	HOURLY	\$ 50.5446	\$ 52.8191	\$ 55.1960	\$ 57.6798	\$ 60.2754

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
80	YEARLY	\$ 107,761.10	\$ 112,610.35	\$ 117,677.81	\$ 122,973.31	\$ 128,507.11
	MONTHLY	\$ 8,980.09	\$ 9,384.20	\$ 9,806.48	\$ 10,247.78	\$ 10,708.93
	BI-WEEKLY	\$ 4,144.66	\$ 4,331.17	\$ 4,526.07	\$ 4,729.74	\$ 4,942.58
	HOURLY	\$ 51.8082	\$ 54.1396	\$ 56.5759	\$ 59.1218	\$ 61.7823
81	YEARLY	\$ 110,389.42	\$ 115,356.94	\$ 120,548.00	\$ 125,972.66	\$ 131,641.43
	MONTHLY	\$ 9,199.12	\$ 9,613.08	\$ 10,045.67	\$ 10,497.72	\$ 10,970.12
	BI-WEEKLY	\$ 4,245.75	\$ 4,436.81	\$ 4,636.46	\$ 4,845.10	\$ 5,063.13
	HOURLY	\$ 53.0718	\$ 55.4601	\$ 57.9558	\$ 60.5638	\$ 63.2892
82	YEARLY	\$ 113,149.15	\$ 118,240.86	\$ 123,561.70	\$ 129,121.98	\$ 134,932.47
	MONTHLY	\$ 9,429.10	\$ 9,853.41	\$ 10,296.81	\$ 10,760.16	\$ 11,244.37
	BI-WEEKLY	\$ 4,351.89	\$ 4,547.73	\$ 4,752.37	\$ 4,966.23	\$ 5,189.71
	HOURLY	\$ 54.3986	\$ 56.8466	\$ 59.4047	\$ 62.0779	\$ 64.8714
83	YEARLY	\$ 115,908.89	\$ 121,124.79	\$ 126,575.40	\$ 132,271.30	\$ 138,223.50
	MONTHLY	\$ 9,659.07	\$ 10,093.73	\$ 10,547.95	\$ 11,022.61	\$ 11,518.63
	BI-WEEKLY	\$ 4,458.03	\$ 4,658.65	\$ 4,868.28	\$ 5,087.36	\$ 5,316.29
	HOURLY	\$ 55.7254	\$ 58.2331	\$ 60.8536	\$ 63.5920	\$ 66.4536
84	YEARLY	\$ 118,806.61	\$ 124,152.91	\$ 129,739.79	\$ 135,578.08	\$ 141,679.09
	MONTHLY	\$ 9,900.55	\$ 10,346.08	\$ 10,811.65	\$ 11,298.17	\$ 11,806.59
	BI-WEEKLY	\$ 4,569.48	\$ 4,775.11	\$ 4,989.99	\$ 5,214.54	\$ 5,449.20
	HOURLY	\$ 57.1186	\$ 59.6889	\$ 62.3749	\$ 65.1818	\$ 68.1149
85	YEARLY	\$ 121,704.33	\$ 127,181.03	\$ 132,904.17	\$ 138,884.86	\$ 145,134.68
	MONTHLY	\$ 10,142.03	\$ 10,598.42	\$ 11,075.35	\$ 11,573.74	\$ 12,094.56
	BI-WEEKLY	\$ 4,680.94	\$ 4,891.58	\$ 5,111.70	\$ 5,341.73	\$ 5,582.10
	HOURLY	\$ 58.5117	\$ 61.1447	\$ 63.8962	\$ 66.7716	\$ 69.7763
86	YEARLY	\$ 124,746.94	\$ 130,360.55	\$ 136,226.78	\$ 142,356.98	\$ 148,763.05
	MONTHLY	\$ 10,395.58	\$ 10,863.38	\$ 11,352.23	\$ 11,863.08	\$ 12,396.92
	BI-WEEKLY	\$ 4,797.96	\$ 5,013.87	\$ 5,239.49	\$ 5,475.27	\$ 5,721.66
	HOURLY	\$ 59.9745	\$ 62.6733	\$ 65.4936	\$ 68.4409	\$ 71.5207
87	YEARLY	\$ 127,789.55	\$ 133,540.08	\$ 139,549.38	\$ 145,829.10	\$ 152,391.41
	MONTHLY	\$ 10,649.13	\$ 11,128.34	\$ 11,629.12	\$ 12,152.43	\$ 12,699.28
	BI-WEEKLY	\$ 4,914.98	\$ 5,136.16	\$ 5,367.28	\$ 5,608.81	\$ 5,861.21
	HOURLY	\$ 61.4373	\$ 64.2020	\$ 67.0910	\$ 70.1101	\$ 73.2651
88	YEARLY	\$ 130,984.29	\$ 136,878.58	\$ 143,038.12	\$ 149,474.83	\$ 156,201.20
	MONTHLY	\$ 10,915.36	\$ 11,406.55	\$ 11,919.84	\$ 12,456.24	\$ 13,016.77
	BI-WEEKLY	\$ 5,037.86	\$ 5,264.56	\$ 5,501.47	\$ 5,749.03	\$ 6,007.74
	HOURLY	\$ 62.9732	\$ 65.8070	\$ 68.7683	\$ 71.8629	\$ 75.0967